

Title IX Responsibilities for Teachers in K–12 Schools

Teachers are critical to ensuring a safe and compliant learning environment under Title IX. The law requires all K–12 school employees to recognize and report potential sex discrimination or sexual harassment. This document outlines teacher responsibilities in plain language, based on 34 C.F.R. § 106.44.

◇ 1. Mandatory Reporting

Teachers must report any known or suspected sexual harassment or sex discrimination to the school's Title IX Coordinator.

- Includes verbal disclosures, observed incidents, written communications
- Applies to all school employees — 'actual knowledge' by any employee is notice to the school (34 C.F.R. § 106.44(a))

◇ 2. Recognize Sex Discrimination and Harassment

Examples teachers must watch for include:

- Sexual jokes, comments, or gestures
- Unwanted touching or physical assault
- Sexual rumors or online harassment
- Gender-based bullying or exclusion
- Pregnancy or LGBTQ+ discrimination

◇ 3. Respond Appropriately

If a student discloses or an incident is witnessed:

- Listen supportively and avoid judgment
- Don't investigate – report it
- Notify the Title IX Coordinator
- Maintain privacy (not confidentiality)

◇ 4. Support the Student

Teachers may help students by:

- Offering classroom accommodations (e.g., seating, deadlines)
- Creating a safe, inclusive environment

- Referring them to the Title IX Coordinator for more support

◇ 5. Avoid Retaliation

Teachers must not retaliate and must prevent retaliation against anyone involved in a Title IX report.

◇ 6. Complete Required Training

Teachers are required to complete annual Title IX training that includes:

- Recognizing harassment
- Reporting procedures
- How to refer and support students appropriately

Summary of Key Responsibilities

Responsibility	What It Means
Recognize	Know what sex discrimination and harassment look like
Report	Notify the Title IX Coordinator immediately
Refer	Do not investigate—let trained personnel handle it
Support	Help students feel safe and access resources
Maintain Privacy	Only share with those who need to know
Avoid Retaliation	Protect all parties from reprisal

For questions, contact your school's Title IX Coordinator.