



TITLE IX: WHAT EVERY K-12 TEACHER NEEDS TO KNOW

◆ What is Title IX?

Title IX is a federal civil rights law that **prohibits discrimination on the basis of sex** in any education program or activity that receives federal funding.

■ **Statute:** 20 U.S.C. § 1681(a)

🏛️ **Regulation:** 34 C.F.R. § 106.31

◆ What is "Sex Discrimination"?

Sex discrimination includes **treating someone unfairly because of their sex**, including:

- Unequal access to programs or activities
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◆ What is "Sexual Harassment"? (34 C.F.R. § 106.30(a))

Sexual harassment is a **form of sex discrimination**. It includes:

1. Quid Pro Quo

When a **school employee** conditions a service or benefit on a student's participation in **unwelcome sexual conduct**.

2. Hostile Environment

Unwelcome conduct that is:

- **Severe**
- **Pervasive**
- **Objectively offensive**
...and that **denies a student equal access** to the school's programs or activities.

3. Sexual Assault, Dating Violence, Domestic Violence, or Stalking

Defined by federal law (Clery Act / VAWA).

Based on the 2020 Title IX Regulations, Legal Reference: 34 C.F.R. Part 106



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◆ Your Responsibilities as a Teacher

- ✓ **Report** any known or suspected sexual harassment to the Title IX Coordinator
 - ✓ **Do not investigate on your own**
 - ✓ **Support** students while maintaining confidentiality
 - ✓ **Know** who your school's Title IX Coordinator is
 - ✓ **Understand** how to respond if a student discloses an incident
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◆ Title IX Coordinator at Your School

Name: Trish Mahre

Email/Phone: 970/270-5055, trish@mahrelaw.com

◆ Why It Matters

Title IX protects **all students and staff**, regardless of sex, gender identity, or sexual orientation. Teachers play a critical role in creating a safe learning environment.



If in doubt — **report it**. The safety and rights of students come first.