



Keeping Schools Safe for Everyone.

Title IX is a law that prohibits harassment or discrimination based on sex in educational programs and activities that receive federal funding, including the Oxford School District. Title IX addresses various issues including sexual harassment and sex discrimination. Schools are required to take steps to make sure everyone feels welcome, respected, and supported.

A big part of that is making sure schools are safe places to learn and grow. At Oxford School District, we are committed to creating a positive and secure environment for every student.

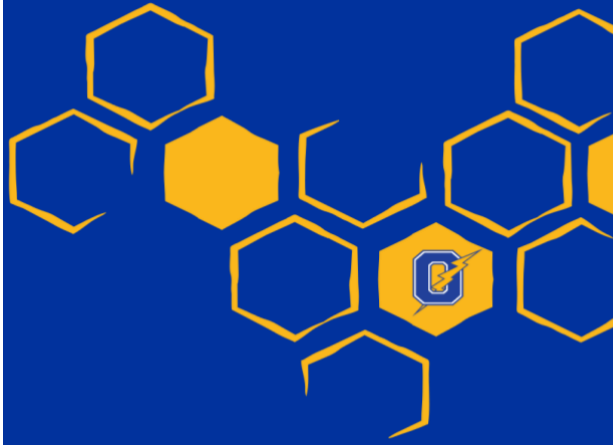
Sometimes, people may go through experiences that make them feel confused, uncomfortable, or scared. These situations can sometimes involve things like sexual harassment, sexual assault, dating violence, or stalking—even from people we know or trust. If something doesn't feel right, it's important to speak up.

The good news is you are not alone. There are caring adults and resources at school who are here to listen, help, and make sure you are safe. Whether you're a student or a staff member, we're all working together to make our schools safe and supportive for everyone.

What's Inside?

In the pages ahead, you'll find important information to help you understand your rights and responsibilities under Title IX. Whether you're a student or a school employee, you'll learn how to recognize behaviors that may violate those rights, where to go for support, and how the school will respond to concerns.

Title IX In Schools



"Severe, Pervasive, and Offensive"

Under this law, it is recognized that sexual harassment that is "severe, pervasive, and offensive" (in other words, **is extreme, happens often, and causes harm**) can impact a student's physical and emotional safety in their learning environments to the point that they do not have the same opportunities as other students.

Because of this, your school has extra measures that become active when they are made aware of events of sexual misconduct (including sexual harassment, sexual assault, stalking, sex discrimination, and dating violence). This process kicks in when:

1. The behavior **is extreme, happens often, and causes harm**
2. It happens at a school location or school sponsored event
3. It happens to a student/staff of the school
4. It happens between people with whom the school has authority over (another student, or a teacher, administrator, or other staff member of the school)

If everything described above matches your situation, your school is required to take action. This includes notifying the **Title IX Coordinator**, investigating what happened, and, if needed, creating a plan to help keep you safe and ensure your access to education is not affected.

Even if your experience doesn't fall exactly within these guidelines, your school may still be able to support you. You're encouraged to contact the **Title IX Coordinator** with any questions or concerns. They can help you understand your options and connect you with resources, both at school and in the community.

Harmful & Inappropriate Behaviors

The following behaviors are harmful and inappropriate, and if you or someone you know has experienced them, you should find help! Your school district or local laws might define these slightly differently, but these descriptions can be a starting point for understanding what you have experienced.

Sexual Misconduct:

Sexual misconduct is a very broad term which includes many forms of harmful behaviors, including sexual assault, sexual harassment, stalking, and dating violence, which are described below. You may see the term sexual misconduct often in resources like this, since it does cover many forms of behavior.

It is important to note that different groups (like your school district, local law enforcement, etc.) may use this term in different ways, because it is so broad and general.

Sexual Harassment:

Behavior counts as sexual harassment when it is sexual in nature and is “unwelcomed” by the other person. Sexual harassment does not have to include actual or attempted physical touch. However, it can include physical touch and sexual assault is actually a specific kind of sexual harassment. It can be tricky to determine when a behavior is considered in nature, as well as when a behavior was unwelcome, so when in doubt, talk with a trusted adult.

Examples:

Making sexual jokes or comments, or telling stories about sexual experiences, which makes another person feel uncomfortable.

Spreading sexual rumors about another person, either in person, over text, or online.



Behaviors Continued...

Sexual Assault:

Behavior counts as sexual assault when someone has made any kind of physical contact with another person in a sexual manner or on intimate body parts (such as breasts, buttocks, genitals, etc.) that the other person did not consent to. This includes if the behavior was attempted, but no physical contact was successfully made. Touching and penetration of the vagina, anus, and mouth without consent are all considered sexual assault and frequently called “rape.” Sexual assault is a form of sexual harassment.

Examples:

- Grabbing or touching another person’s backside or breast without consent.
- Grabbing at someone else’s clothes in a sexually suggestive manner, even if contact isn’t made with the body.
- Touching someone’s private parts or forcing someone to touch another person’s private parts.

Dating Violence:

Dating violence includes a variety of harmful and inappropriate behaviors which can take place between two people in a close romantic or intimate relationship. Dating violence can take many forms, and include physical, sexual, and emotional violence.

Examples:

- Hitting, kicking, shoving, or using physical force to hurt or overpower a partner.
- Touching a partner in any sexual way without consent.

Stalking:

Stalking is not primarily sexual, but targets someone and causes them to feel scared or intimidated. Stalking behaviors focus on going out of the way to be physically close to another person, to see or watch the other person, or to keep track of someone online or with technology. Stalking can also include repeated unwelcome gifts or communication that is not wanted. This communication could be in person, on paper, or through phone, email, or on social media. The key to distinguishing stalking behaviors is that they are unwelcome and cause the other person to feel scared or intimidated.

WHO CAN I TALK TO?

Trusted teacher or other school employee

School employees are “**private but not confidential**.” This means that the teacher or employee will keep what you tell them mostly private, and will not share your story or information with the general public; however, they may have to inform a few other key people in the school. If any school employee is made aware of an instance of sexual harassment sexual assault, dating violence, or stalking, they have to bring it to the awareness of the Title IX Coordinator who will then reach out to you to discuss your reporting options and any supportive measures you may need. Remember, teachers and staff can be a strong support for you if you are comfortable talking with them, since they already know you and see you often.

School Counselor

Your school counselor is specially trained to provide mental and emotional support for students in a variety of situations. This means that they can be a great resource for you after experiencing something troubling like sexual misconduct, and can be a strong support while navigating the often-difficult process of a school investigation or criminal investigation.

Your school counselor is a “**confidential**” resource, which means they cannot tell anyone else what you say to them. However, there are a few very important exceptions you should know:

- Your parents or guardians have access to some information about what you say. Ask your counselor if you are unsure what will be shared with these adults.
- Your counselor is a mandatory reporter. This means that they are required by law to file a report with a government agency if they suspect or are made aware of certain types of abuse against a minor.
- As a school employee, your counselor is also required to inform the Title IX Coordinator if they suspect or are told about sexual misconduct.

Although it might feel frustrating that all these people need to be made aware, these requirements are in place to make sure that action is taken to keep you safe!

WHO CAN I TALK TO?

Title IX Coordinator

The Title IX Coordinator will be able to give you the most information about the options that you have moving forward at your school, and can tell you about some supportive measures the school can provide for you in the meantime to make sure you feel safe and can continue learning. They will play a big role in your path forward if you continue with a report and investigation in the school.

It is important to know that the Title IX Coordinator is not a counselor or advocate: their main role is providing you with information and leading the school's response. Your school is required to provide the name and contact information of their designated Title IX Coordinator in an easily accessible manner. Check your school's website for this information if you want to talk directly with the coordinator. Otherwise, any school staff can help connect you to the right person.

Police

If you think that you or someone else is in danger, call 911! Safety is most important. Sexual harassment, sexual assault, dating violence, and stalking typically fall under criminal offenses, especially when the behaviors are against minors or dependent adults. This means that your local police department can investigate the experience and help you seek legal protection and punishment. Because police investigations can be extremely complicated, we encourage you to talk with an adult who can help you begin this process.

Trusted Friend, Adult, or Family Member

If you have witnessed or experienced sexual misconduct, dating violence, or stalking, you do not have to go through it alone! Reach out to someone you trust! This person should be able to help support you emotionally. This person may also be able to help you figure out what to do next. If there isn't a family member who fits this role, a friend or other adult can still help support you. Be aware that this person should, but is not strictly required to, keep your information private. Be sure to talk to someone you trust!

What Happens Now?



When students experience harm or abuse, there are a few ways that your school or local law enforcement can investigate. Throughout this process, the authorities involved will evaluate the information available to determine whether the situation happened as described and whether the other person should be reprimanded. Remember that not every uncomfortable or inappropriate experience falls under Title IX, and your school has different rules and procedures than local law enforcement. You can talk to your school's Title IX Coordinator or an outside advocate for more guidance about your rights and options.

Formal Investigation:

If the incident in question falls under Title IX (severe, pervasive, and offensive, at a school location or event; and between people with whom the school has authority over), the most common path forward is with a formal investigation. During this process, an individual appointed by the school will lead an investigation to determine whether the sexual misconduct happened as it was reported. The school will look at evidence and listen to both parties. Please note: this is not a legal investigation, and does not determine whether the accused person is legally guilty.

Grievance Process: [Notice of Allegations](#) > [Investigation](#) > [Review](#) > [Determination](#)

You can request to drop the investigation at any point; however, you should know that if the reported behaviors are deemed particularly dangerous to you or other students in the future, the school may choose to continue the investigation on their own.

What Happens Now?

If a formal investigation does not seem like the right choice for you, or if you want to seek legal help as well, you have other options!



Informal Resolution:

This option is not offered by every school or for every situation, but when available, offers a less formal and often less strenuous path. Fortunately, the Oxford School District does have an informal resolution option.

In an informal resolution, school staff will work with both parties to come to an agreement without a formal investigation.

- Both parties must give voluntary, informed, and written consent... one party cannot force an informal resolution instead of a formal investigation.
- If you begin an informal resolution but change your mind, you can begin a formal investigation at any time.

Criminal Investigation:

It is possible to only report the incident to police for a criminal investigation, and not inform the school. However, reporting the incident to the school will make a number of supports and accommodations available during the school day.

If both a school investigation and a criminal investigation are begun, the school must complete their investigation at some point, no matter what the criminal investigation finds. In some cases, the school may need to pause their investigation while the police investigation is completed; any supportive measures from the school will continue until the school can complete the investigation.

Accommodations & Resources



When schools become aware of potential misconduct, they are required by law to conduct an investigation and provide accommodations to all parties involved. These accommodations are also called, “supportive measures,” and are designed to ensure equal educational access, protect safety, or deter future harm.

Your school will work with you to determine what supports you need. Some common supportive measures include counseling services, academic tutoring, and class flexibility such as assignment retakes or extended deadlines. You may also be able to adjust your schedule, lunch period, and even bus route to avoid contact with the other person.

A few important things to know:

- Supportive measures will be available for both the person filing the report and the person reported against.
- Currently, Title IX says accommodations cannot place a burden on the student who is being investigated unless the investigation has come to a guilty verdict. This means that you may need to move your class schedule around to avoid contact at first, but if a guilty verdict has been reached, the guilty student can be forced to change schedules while yours remains the same.
- Information about what supportive measures are in place will be kept confidential.
- You have access to supportive measures even if you do not continue with a formal investigation. In this situation, the school would determine a future date when the supportive measures would no longer be provided.

Oxford School District 2025-2026 Title IX Team

Title IX Coordinator: Dr. Kimberly Price

Investigators: Tabitha Beard
Michele Rudd-Toles
Erin Siskey

Decision-Makers: Dr. Dana Bullard
Yolanda Logan

Appellate Decision-Maker: Superintendent Bradley Roberson

Informal Resolution Facilitators: Jaleesa Mackey
Jill Knox

Title IX Coordinator: The Title IX Coordinator oversees the implementation of the Oxford School District's policy on nondiscrimination based on sex, sexual harassment, and sexual misconduct for all students and employees. The Title IX Coordinator has the primary responsibility for coordinating ODS's efforts related to the intake, investigation, resolution, and implementation of supportive measures to stop, remediate, and prevent discrimination, harassment, and retaliation prohibited under this policy.

Investigator: Investigators are administrators trained to gather facts about an alleged violation of sexual harassment or sexual misconduct. Investigators conduct interviews and collect and synthesize evidence, compiling this information into an investigation report of directly related evidence.

Decision-Maker: Decision-makers are administrators who have the decision-making and sanctioning authority within the district's formal grievance process. The decision-maker is trained to analyze evidence, assess the credibility of the parties, and use a preponderance of the evidence to make responsibility of violation of policy determinations. They also make sanctioning decision in the event an alleged person is found responsible for violating this policy.

Appellate Decision-Maker: The Appellate Decision-Maker is the one who has the decision-making authority to determine if an appeals request meets the merits for grounds of appeal and determine the course of action that will take place to cure any granted appeals.

Informal Resolution Facilitator: Title IX informal resolution is a collaborative process where both parties voluntarily agree to resolve the complaint with the help of a trained facilitator. The facilitator's primary responsibility is to help the parties communicate openly and reach a resolution that respects the values and needs of everyone.