



Charlotte-Mecklenburg Schools

Middle School Title IX Orientation

Middle School Title IX Orientation will be delivered asynchronously through Canvas within the first 30 days of school.

Welcome



Welcome to the Charlotte-Mecklenburg School Title IX Orientation. As part of the Office of Civil Rights, all students must be provided with instruction regarding Title IX and the protections granted. The Charlotte-Mecklenburg Board of Education is committed to a world-class school system that supports educational excellence regardless of race, gender, national origin, different abilities, or religion. Equitable academic programs and services which respond to the needs of a diverse student population and which prepare all students for a changing workplace and pluralistic society are essential. (Policy IFC)

The Charlotte-Mecklenburg Board of Education and CMS administration and staff are committed to providing equal access to excellent educational opportunities for all its students in all its schools. (Policy ADA)

Learning Objectives

- . Students will be able to understand what sexual and gender-based harassment behavior is and identify when it happens.
- . Students will be able to understand the consequences associated with sexual and gender-based harassment behaviors.
- . Students will be provided with clear steps to take if they or others are being harassed based on sex/gender.
- . Students will be encouraged to report such harassment effectively when it occurs.
- . Students will be able to identify and utilize safe strategies for bystander intervention.

Trigger Warning



This lesson contains sensitive information about sexual and gender based harassment. This topic is serious and sensitive and it is possible that it may make some people uncomfortable.

Opt Out Information



Before you begin this lesson, you should have provided your parent/guardian with a copy of the Opt Out Information. If you have a signed [Opt Out Form](#) , provide it to your teacher at this time. If you do not have a signed form, you must complete this training.

Attestation

Answer the question below. This question does not count toward your final course grade.

1 100 points



Select the answer choice that applies to you.

- ☐ I have given my teacher the Opt Out form signed by my parent/guardian and will not complete the Annual Title IX Middle School Orientation.
- ☐ I am completing the Annual Title IX Middle School Orientation.

Submit

Introduction



Harassment

What is Harassment?

Attempt 2

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 Add Comment 

Unlimited Attempts Allowed

Details

What comes to mind when you think of the word harassment?

What is an example of an action that may be considered harassment?

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Defining Harassment

Harassment is

- . to repeatedly tease, bother or annoy someone
- . these actions are unwanted and unwelcomed
- . these actions can be verbal, written or physical and can also be sexual or gender-based

HARASSMENT IS NOT ALLOWED.

Defining Sex-based Harassment

Sexual harassment is any unwanted or unwelcome behavior (of a sexual nature) that makes you feel uncomfortable, fearful or powerless, and interferes with your school work. It can include unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

Example: Sending or receiving a text message asking for nude pictures of someone.

Gender-based harassment includes verbal, nonverbal, graphic, or physical aggression, intimidation, or hostile conduct based on sex, sex-stereotyping, or sexual orientation.

Example: Students make inappropriate, mean or negative comments to a female student that they believe "dresses like a boy".

SEX-BASED HARASSMENT IS NOT ALLOWED.

Reminder

Harassment is determined by the “victim” not the person making the statement, action or writing.

It is important to understand everyone’s boundaries are different and we need to respect those differences.

Examples of Sex-based Harassment

Verbal Harassment	Written Harassment	Physical Harassment
• comments about body parts • sexual rumors • requests for sexual favors	• sexual notes • sexual drawings • emails, text messages, chats that are sexual • social media posts	• unwanted touching or rubbing of private body parts • pulling of clothes • inappropriate or sexual gestures • grinding

Examples of Types of Harassment

Attempt 1

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Details

What are some examples of each type of harassment?

VERBAL | WRITTEN | PHYSICAL

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Harassment is not targeted at one group.



Boys can harass girls.

Girls can harass boys.

Girls can harass girls.

Boys can harass boys.

Harassment can happen to anyone.

Harassment Quiz

Place the scenario in the correct category.

1 100 points



Which scenario is harassing behavior versus acceptable behavior?

Harassing Behavior

No Answers Chosen

Acceptable Behavior

No Answers Chosen

Possible answers

- ⋮ Courtney likes Landon and the feelings are not mutual. Courtney sends daily notes/text to Landon expressing adoration. This makes Landon uncomfortable. Landon has asked Courtney to stop sending love notes, Courtney continues.
- ⋮ Jay and Marc are classmates. They play football together during recess and Jay pats Marc on the back. Marc asks Jay not to because it makes him uncomfortable. Jay apologizes and stops. Jay airdrops the video of the football game to Marc commenting on how well they all played.
- ⋮ Courtney likes Landon and the feelings are mutual. Courtney sends daily notes to Landon telling him how much she likes him. Landon enjoys receiving the notes from Courtney. Landon looks forward to Courtney's notes.
- ⋮ Jay and Marc are classmates. They play football together during recess. Jay slaps Marc on the buttocks each time he passes him. Marc asks him to stop. Jay laughs and makes fun of the way he walks saying he acts like a girl. He takes pictures of Marc using the bathroom and airdrops it on the bus.

Submit

Introduction-Part 2



Types of Harassment

Difference Between Flirting and Harassment

Attempt 1

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Details

What are examples of common flirting that you see or experience at school?

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When does flirting become harassment?

Flirting	Harassment
• Flirting is welcome attention. • Flirting goes both ways. • Flirting makes you feel in control. • Flirting makes you feel good about yourself. • Flirting is acceptable in school.	• Harassment is not wanted. • Harassment is one-sided. • Harassment makes you feel put down or ugly. • Harassment makes you feel powerless. • Harassment is a violation of school rules.

What is Sexting?



Sexting is the act of sending sexually explicit messages or photos electronically, primarily between cell phones.

Video



https://youtu.be/nsfcN2Hi_ts

Ally's Story

Attempt 1

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Unlimited Attempts Allowed

Details

- 1. Ally says that sexting was “the biggest mistake of [her] life.” What do you think she means? Why does she regret it?
- 2. In this video how did gender play a role in sexting? What kind of pressure did boys feel related to sexting? What kind of pressure did girls feel?
- 3. If you heard that a peer was thinking of sending a naked picture, what could you say to try to convince that person not to send the photo?
- 4. Would it make a difference if someone sent a naked photo on an app such as Snapchat or if the receiver promised to delete it right away? Why, or why not?
- 5. What is meant by the comment “there is a thin line between private flirtation and public humiliation”?

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Consequences of Sexting

- Images sent electronically can easily fall into the wrong hands, and once posted online may never really go away.
- Sexting can lead to public humiliation, cyber-bullying, and/or sexual assault.
- Others may copy and post your images in other places where friends, parents, and teachers can see them.
- It is illegal to take sexual photos of minor (including yourself) and it is also a crime to pass them on.

THINK before you hit SEND!

How to Prevent Sexting

- . Think about the consequences of taking, sending, or forwarding a sexual picture.
- . Never take images of yourself that you wouldn't want everyone to see.
- . Before hitting send, remember that you can't control where this image may travel.
- . If a photo arrives on your phone, do not send it to anyone else!
- . Report any sexting you receive to an adult you trust.
- . Remind your friends that sexting is against the law.

Types of Harassment Quiz

Identify each scenario as harassment or not harassment.

1 100 points



Is the follow scenario harassment or not harassment?

NOT HARASSMENT

No Answers Chosen

HARASSMENT

No Answers Chosen

Possible answers



Troy and Jason were in science class drawing sexual pictures and laughing. Alice felt uncomfortable and asked them to stop. However, the boys continued to draw the sexual pictures.



Marcus receives a text from his friend Jo. When he receives it, he sees that it is a naked picture of a girl in his class. He immediately deletes it.



One day at school, Taneka was using the bathroom. When she came out of the toilet stall, she saw 3 girls running out of the bathroom, laughing. Taneka looked and saw that someone had written sexual comments about her on the bathroom wall.



Brian is riding the bus to school with his friends. They are all laughing and fooling around, pushing and shoving each other. Brian gets off the bus and starts to walk into school when another student comes up behind him and pulls his pants down.



Sidney likes Chaz. Every time Sidney sees Chaz in the hallway, she runs up to him and gives him a hug and kiss. Chaz likes Sidney too and returns the hug.



Angel is one of the best athletes in 6th grade. When she plays soccer, some of the boys tease her about the shape of her chest. Angel feels like everyone must be staring and laughing at her and she doesn't want to play soccer anymore.



Charise and Shauna go to Monica's birthday party on the weekend. When they return to school on Monday, they spread a rumor to everyone that Monica kissed three different boys at her party.

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What is a Bystander?



Bystander is a person who is present at an event or incident but does not take part.

Why is it important to report for a peer if I witness harassment?

- When you are a bystander, it is important to know that by doing nothing you are sending a message to the person who is the "harasser" that their behavior is acceptable.
- The peer may be uncomfortable reporting the harassment.
- You can report what you witnessed to a trusted adult and help a peer in need.
- You can play a part in eliminating the harassing behaviors in your school/community.

How to Become an Ally

When you see someone being harassed

- **Acknowledge** the situation occurred.
- **Help** the person leave or remove themselves from the situation and find a safe place.
- **Encourage** the person to tell a trusted adult. If they don't, you tell a trusted adult.

Bystander Intervention Quiz

Selected the answer that is a SAFE bystander intervention.

1 20 points



Troy and Jason were in science class drawing sexual pictures and laughing. Alice felt uncomfortable and asked them to stop. However, the boys continued to draw the sexual pictures.

- ☐ Grab the paper with the pictures, ball it up and throw the paper at the boys.
- ☐ Ignore the situation and mind your own business.
- ☐ Let Alice know you saw the pictures too and will tell the teacher.
- ☐ Confront the boys and tell them that they are disgusting pigs and you are going to tell on them.

Next

2 20 points



Sidney likes Chaz, a boy in her class. Every time Sidney sees Chaz in the hallway she runs up to him and gives him a hug and kiss. Chaz has asked Sidney to stop but she doesn't listen.

- ☐ Push Sidney away from Chaz whenever she gets near him.
- ☐ Get in between Sidney and Chaz and yell at her for bothering him.
- ☐ Let Sidney know that her behavior makes Chaz uncomfortable and ask her to stop.
- ☐ Encourage Chaz to tell Sidney she is annoying in front of the class so she will be embarrassed and stop.

Previous

Next

3 20 points



Angel is one of the best athletes in 8th grade, but when she plays soccer some of the boys tease her about the shape of her chest. Angel feels like everyone must be staring and laughing at her.

- ☐ Start yelling at the boys and insult their body parts.
- ☐ Don't say anything and laugh too so they boys don't pick on you.
- ☐ Let Angel know to ignore the boys' comments and help her leave the situation.
- ☐ Ignore the situation and leave Angel to deal with it by herself.

Previous

Next

4 20 points



One day at school, Taneka was using the bathroom. When she came out of the toilet stall, she saw 3 girls running out of the bathroom, laughing. Taneka looked and saw that someone had written sexual comments about her on the bathroom wall.

- ☐ Write a sexual comment about the other girls on the wall.
- ☐ Let Taneka know you saw what happened and let her know that you will go with her to report it.
- ☐ Spread rumors about the other girls on social media.
- ☐ Tell your friends to meet the girls on the bus lot and confront them for what they did to Taneka.

Previous

Next

5

20 points



Brian is riding the bus to school with his friends. They are all laughing and fooling around, pushing and shoving each other. Brian gets off the bus and starts to walk into school when another student comes up behind him and pulls his pants down.

- ☐ Laugh at him with the other friends.
- ☐ Take a picture of his naked behind and send it to all of the friends.
- ☐ Let the principal know what happened on the bus.
- ☐ Fight the kids who pulled down his pants because Brian is your best friend.

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CMS Code of Conduct Consequences

Sexual Behavior is a violation of CMS Code of Student Conduct. This includes both consensual and non-consensual acts.

Rule 27 (Non-Title IX) and 28 (Title IX): Sexual Behavior: A student shall not engage in any sexual behavior on school property or at a school-sponsored activity.

Violations of Rule 28A-E for secondary school students (grades 6-12) result in a minimum of a **Level II Response** to a maximum of a **long-term suspension or expulsion**.

Rule 28A-28D

28A. Sexual Harassment(Hostile Environment):Unwelcome conduct, determined by a Reasonable Person, to be so severe and pervasive, and, objectively offensive, that it effectively denies a Complainant equal access to the district's program or activity. Severity and pervasiveness of a complaint must be determined by the Title IX department.

28B. Dating Violence: Violent, controlling, or intimidating behavior that an individual uses against a current or former dating partner. It can include emotional, physical and sexual abuse, stalking, yelling, harassing, threatening, name-calling, threats of suicide, obsessive phone calling or text messaging, extreme jealousy and possessiveness.

28C. Domestic Violence: Violence committed by an intimate partner of the complainant; by a person with whom the complainant shares a child in common; by a person who is cohabitating with, or has cohabitated with.

28D. Stalking: Engaging in a course of conduct, on the basis of sex, directed at the complainant, that would cause a reasonable person to fear for the person's safety, or the safety of others; or suffer substantial emotional distress.

Min: Level I Response(s) (see page 9) - Elementary Level II Response (s) (see page 10) - Secondary Max: Long-Term Suspension or Expulsion

Rule 28E

28E. Fondling(Actual or Attempted): A student shall not intentionally engage in the touching of the private body parts (buttocks, groin, breasts) of the Complainant, or cause their private body part to touch the Complainant, or cause the Complainant to touch their own private body parts, for the purpose of sexual gratification, without the consent of the Complainant, including instances where the Complainant is incapable of giving consent because of their age or because of a temporary or permanent mental or physical incapacity.

Rule 28F

28F. Rape: A student shall not attempt or engage in nonconsensual sexual penetration with another person.

Min: Level II Response(s) (see page 10) - Elementary

Level III Response (s) (see page 10) - Secondary

Max: Long-Term Suspension or Expulsion

Potential Consequences for Sexual Offenses

- . school suspension
- . community service
- . assignment to alternative school
- . school expulsion
- . criminal charges
- . arrest
- . time in prison
- . classification as a sex offender
- . punitive fines
- . civil damages



Consequence Quiz

Select the correct answer.

1

100 points



Match the sexual behavior example with the correct CMS Code of Student Conduct violation.

Sisely pulls down Fran's pants in class and makes inappropriate jokes on social media about Fran's sexual orientation.

Rodrick caresses Lydia's arm and tries to kiss and hug her after Lydia has asked him not to.

Juan corners Toby behind the bleachers and grabs her buttocks and breast.

Anna has non-consensual penetrative sex with Jackson.

|



Rule 27E: Sexual Battery

Rule 27B: Offensive Touching

Rule 27F: Rape or Sexual Offense

Rule 27C: Sexual Harassment



Submit

Title IX Introduction



TITLE IX

Title IX Protections

Title IX is a federal law that protects against sex-based harassment and discrimination.

Title IX defines sexual harassment as unwelcome sex-based conduct, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe and pervasive, that it limits or denies a person equal access to the school's educational program or activity.

Charlotte-Mecklenburg Schools provide [Title IX Grievance Procedures](#)  that details your rights if you have been sexually harassed.

Stop Harassing Behavior

If you or someone you know is being sexually harassed

- . Tell the person to **STOP** the unwanted behavior.
- . Attempt to leave/remove yourself from the situation and find a safe place.
- . Tell a trusted adult at your school (teacher, counselor, administrator, coach, etc.).
- . Tell a trusted adult in your community (parent, adult family member, friend's parent, troop leader, etc.).

Who Are Your Trusted Adults?

Attempt 1

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Details

List 2 adults at school and 1 adult out of school you could tell if you experience harassment.

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School Reporting Procedures

Every school has a designated Title IX Liaison that oversees Title IX reports. The school Title IX Liaison is posted on each school's website and is one of the school administrators (principal, assistant principal, dean of students).

Reports of sex-based harassment can be reported to any school staff member including teachers, student support staff, school administrator, and campus security.

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District Reporting Options

If you are uncomfortable reporting to your school, you can report to

Michele Jean-Jumeau District Title IX Coordinator email: titleixcoordinator@cms.k12.nc.us phone: (980)343-9900	Say Something Tip Anonymous Reporting System https://www.sandyhookpromise.org/say-something-tips/ 
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