



Charlotte-Mecklenburg Schools

Title IX High School Supplemental Quarter 2

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 copy of the Opt Out form, provide this to your teacher. If you do not have a signed form, you must complete this training.

Trigger Warning

This lesson contains sensitive information about sex-based harassment and violence. If you need to break away or talk with someone, please let your teacher know so he/she can get you to the correct resource.

When does flirting and showing interest in someone become sexually harassing behavior?

Video



<https://youtu.be/qbk3iJqmjNU>

Video Class Discussion Questions

- Was the example we watched flirting or sexual harassment? Why?
- What were some of the behaviors of the girl that showed the comments and actions of the guy are unwanted?



Flirting vs. Sexual Harassment

When does flirting and showing interest in someone become sexually harassing behavior?

What is the difference between flirting and 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.

Consent

Consent is giving permission or agreeing to do something. Remember, no one should do anything to you that you are not comfortable with, and they should stop when you tell them to.

Consent for sexual contact or sexual acts

- can never be given by a minor.
- can never be given by someone with a mental disability (disability renders the victim substantially incapable of appraising the nature of his/her conduct, resisting the sexual act, or communicating his/her unwillingness).
- can never be given if the person is asleep, incapacitated or unconscious, which could be a result of alcohol or drugs.

Boundaries

Boundaries are limits we establish between ourselves and other people which can be physical, emotional, or mental and help protect people from being used or manipulated.

- Boundaries are not the same for everyone.
- Boundaries are influenced by our beliefs, experiences and backgrounds.
- Boundaries are personal.

*****Respect a person's boundaries.*****

Stalking

Stalking is a pattern of unwanted behaviors, directed at a specific person, which causes that person to change their routine or feel afraid, nervous or in danger. It can be done by friends, partners or strangers.

Types of Stalkers

- Cyber: tracking you online and constantly messaging you
- Rejected: people who have been rejected or broken up with and refuse to stay away
- Resentful: people who are harassing someone due to feeling they were mistreated
- Predator: someone who stalks with malicious intent such as sexual abuse
- Fixation: someone who longs to be in a relationship with you and typically may be blind/indifferent to the distress of the victim

Stop Sexual Harassment

- Do not ignore sexual harassment.
- Tell the person you do not like their behavior and ask them to stop. If you feel you can't tell them directly, write them a note, email, or text.
- Attempt to leave/remove yourself from the situation and find a safe place.
- Tell your parents, guardians and/or a teacher, counselor or administrator at school.
- Talk to someone you trust about how you are feeling. Friends, parents or guardian, siblings, a trusted teacher, counselor or administrator can be helpful and provide the support that you need.
- Tell your teacher, counselor or principal that you are being sexually harassed. If you are not comfortable doing this, your parents or guardian can do this.



Consequences

Title IX Office

CMS Code of Student Conduct

Rule 8 Bullying/Cyberbullying, Profanity, Obscenity and/or Derogatory Language: Bullying and/or harassing behavior is strictly prohibited in CMS...In addition, as with other disciplinary violations, any manner of bullying that occurs off campus may violate the Code of Student Conduct if it has a direct and immediate impact to the orderly and efficient operation of the school or the safety of individuals in the school environment.

RESPONSES:

Minimum: Level I Responses

Maximum: Level III Responses (11-30 days long-term suspension)

CMS Code of Student Conduct

Rule 22 Pornographic, Profane and/or Violent Material: A student shall refrain from having or distributing any pornographic or profane material on school property or at school sponsored events, including but not limited to pictures, magazines, electronic text (including air dropping) or images and sexually explicit or graphically violent materials.

RESPONSES:

Minimum: Level I Responses

Maximum: Long-Term Suspension or Expulsion

CMS Code of Student Conduct

Rule 26 Aggressive Physical/Verbal Action: A student shall not exhibit any form of aggressive physical or verbal action against another student, staff member or any other adult at school.

RESPONSES:

Minimum: Level I Responses

Maximum: Long-Term Suspension or Expulsion

CMS Code of Student Conduct

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

- A. Mutual Sexual Activity
- B. Offensive Touching
- C. Sexual Harassment
- D. Indecent Exposure

RESPONSES:

Minimum: Level II Responses for Secondary (1-10 days short-term suspension)

Maximum: Long Term Suspension or Expulsion

CMS Code of Student Conduct

Rule 28: Title IX Sexual Harassment: A student shall not engage in any sexual behavior on school property or at a school-sponsored activity.

- A. Sexual Harassment (Hostile Environment)
- B. Dating Violence
- C. Domestic Violences
- D. Stalking

RESPONSES:

Minimum: Level II Responses for Secondary (1-10 days short-term suspension)

Maximum: Long Term Suspension or Expulsion

- E. Fondling (Actual or Attempted)
- F. Rape

RESPONSES:

Minimum: Level III Responses for Secondary (11-30 days long-term suspension)

Maximum: Long Term Suspension or Expulsion

State Laws and Potential Criminal Violations

Harassing Phone Calls: Class 2 misdemeanor, up to 60 days in jail

Cyberstalking: Class 2 misdemeanor, up to 60 days in jail

Sex Offense: Class B felony rape, sex offense - sexual assaults involving kids and teenagers

Child Pornography: Class C through Class H felony

Stalking: misdemeanor stalking, between 1-60 days in jail depending on severity

*****Levels determine punishment, anywhere from days in jail to years.*****

Misdemeanor Offense: a lesser crime punishable by a fine and/or jail time

Felony Offense: a crime punishable by a term of imprisonment by one year or more



Bystander Intervention

Title IX Office

How to be an Active Bystander

Being an **active bystander** means being aware of when someone's behavior is inappropriate or threatening and choosing to challenge it. If you do not feel comfortable doing this directly, then get someone to help you such as a friend or someone in authority.

Research shows that bystander intervention can be an effective way of stopping sexual assault before it happens, as bystanders help prevent, discourage, and/or intervene when an act of violence has the potential to occur.

ABC Approach for Safe Bystander Intervention

- **Assess for safety:** If you see someone in trouble, ask yourself if you can help safely in any way. Remember, your personal safety is a priority – never put yourself at risk.
- **Be in a group:** It's safer to call out behavior or intervene in a group. If this is not an option, report it to an adult who can act.
- **Care for the victim.** Talk to the person who you think may need help. Ask them if they are OK.

Bystander Involvement

When it comes to intervening safely, remember the four Ds – direct, distract, delegate, delay.

- **Direct Action**

Call out negative behavior, tell the person to stop or ask the victim if they are OK. Do this as a group if you can. Be polite. Don't aggravate the situation - remain calm and state why something has offended you. Stick to exactly what has happened, don't exaggerate.

- **Distract**

Interrupt, start a conversation with the perpetrator to allow their potential target to move away or have friends intervene. Or come up with an idea to get the victim out of the situation – tell them they need to take a call, or you need to speak to them; any excuse to get them away to safety. Alternatively, try distracting, or redirecting the situation.

Bystander Involvement

When it comes to intervening safely, remember the four Ds – direct, distract, delegate, delay.

- **Delegate**

If you are too embarrassed or shy to speak out, or you don't feel safe to do so, get someone else to step in. Notify an adult so they can assist.

- **Delay**

If the situation is too dangerous to challenge then and there (such as there is the threat of violence or you are outnumbered) just walk away. Wait for the situation to pass then ask the victim later if they are OK. Or report it when it's safe to do so – it's never too late to act.



Reporting & Student Rights

Title IX Office

Rights & Protections

Supportive measures will be given to protect and help the complainant as well as the respondent while an investigation occurs.

- Students have the right to speak to a confidential source.
- Students have the right to report the incident to law enforcement.
- Students have the right to submit a complaint to their school's administration.
- Students have the right to have their complaint investigated and resolved in a manner that is PROMPT and EQUITABLE.
- Students have the right to be accompanied by an advisor through the investigation and resolution process.
- Students have the right to access outside medical authorities, crisis counselors or domestic shelters.

CMS Title IX Grievance Procedures

CMS provides you protection against sex-based harassment. To view your rights and protections, you can view the full **CMS Title IX Grievance Procedures** on the Charlotte Mecklenburg Schools website at

<https://www.cmsk12.org/Page/891>

Reporting

- Remember, it's not your fault!
- If you see something, say something even if this is not happening to you. If it is happening to someone else, you can report it to help them.
- Reporting does not make you a tattler or snitch.
- It is a CMS Code of Student Conduct rule violation to retaliate against you for reporting.
- If you have experienced unwanted dating abuse, sexual misconduct, sex-based harassment or bullying, then you can get help.
- Knowingly making false reports is a violation of the CMS Code of Student Conduct.

How Report Sexual Harassment

- 1. Tell a trusted adult, school administrator or staff member at your school.**
Every school has a campus Title IX Liaison.
- 2. Say Something Reporting**
<https://www.sandyhookpromise.org/say-something-tips/>
- 3. Contact the CMS Title IX Office District Title IX Coordinator**
Michele Jean-Jumeau
7920 Neal Road
Charlotte, NC 28262
phone: (980) 343-9900
email: titleixcoordinator@cms.k12.nc.us