

Title IX Employee Training

Understanding Your Obligations to Report
Student Sexual Harassment

THE LAW

- Title IX of the Education Amendments of 1972
 - Federal law
 - Prohibits discrimination based on sex by educational institutions who receive federal funding
- On sexual harassment of students:
 - Requires that schools take action to prevent sexual harassment from happening at school or at school activities or while otherwise under the school's control.

TITLE IX COORDINATOR

- The District must designate at least one Title IX Coordinator to coordinate compliance with Title IX.
 - Receives and assists with processing sexual harassment reports.
 - Communications process for reporting sexual harassment.
- The Title IX Coordinator for Academy of Accelerated Learning, Inc. is:

Ms. Martha Bravo
Director of Operations
713-668-8237
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YOUR OBLIGATION

- Employees are required to report sexual harassment – or conduct that could constitute sexual harassment – to an administrator.
- Report should be made as soon as possible.
- The District is responsible for responding to sexual harassment even if the employee does NOT report it to an administrator.
- The District cannot take action if an appropriate administrator is not aware of the issue.

SEXUAL HARASSMENT

- Conduct on the basis of sex that falls into one of the following categories.
 1. **Quid pro quo**
 2. **Hostile environment**
 3. Sexual assault
 4. Dating violence
 5. Domestic violence
 6. Stalking

Quid Pro Quo Sexual Harassment

- An employee conditioning the favorable treatment on a student's participation in sexual conduct.
- This type of sexual harassment applies only to the actions of an employee.

Hostile Environment Sexual Harassment

- Conduct based on sex that is so severe, pervasive and objectively offensive that it effectively denies a person equal access to school programs or activities.
- Conduct may be physical, verbal, non-verbal or any combination of the three.
- This can occur between students or between an employee and a student.

“...based on sex”

What type of conduct may be “based on sex”?

- Conduct that is:
 - Sexual in nature, including solicitation of sexual or romantic contact;
 - Based on a person’s **sex or gender**;
 - Based by a person’s **sexual orientation**;
 - Based by a person’s **transgender** status;
 - Based by a person’s **failure to conform to expectations** for their sex or gender;
 - Not directed at a specific person that creates a hostile environment for those who hear or observe it – such as jokes told about people of a certain sex or gender.

When, what and who?

- **WHEN** do you have to report?
 - When you see, hear, or otherwise learn of conduct directed to or in the presence of a student that could be “based on sex.”
- **WHAT** do you need to report?
 - Report what you saw or heard.
- **WHEN** should you report?
 - Report as soon as possible and be prepared to provide specific details.
- **WHO** should you report it to?
 - Your supervisor, a campus administrator, the Title IX Coordinator

WHY do you need to report?

- Once any employee has knowledge of “sexual harassment,” the district is considered to have knowledge and has an obligation to take action.
- The way to prevent sexual harassment is by addressing the smaller issues before they escalate into bigger issues.
- The district has a responsibility to protect students and to teach students about appropriate social interactions and respect for others.

What will happen if I report?

- You will be asked to provide specific information regarding what you saw or heard.
- The district will conduct an investigation and determine if any policies or rules were violated.
- The district will take appropriate action to address any inappropriate conduct and ensure students are in a safe learning environment.

Hypothetical Scenarios

Should the employee report?

- Name calling on the bus
- Female student says boy snuck into her room during overnight trip
- Boy says other boys in locker room gave him a wedgie...or assaulted him...pushed each other into the shower when he was in there...something like that.
- Student says her friend texts with a teacher.
- Student says her friend went to the movies with a teacher and that the student's parent and teacher are friends.
- Student's ex bf sends pictures of student to other students.

REMEMBER

- If you aren't sure if you need to report – REPORT!
- Failure to report may result in disciplinary action.