Staff Training | Mon 17 AUG 2026

Title IX & Title VI

Recognizing Grooming and Child Sexual Abuse

Bullying

Protecting students • Recognizing concerns • Reporting to administration

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Our Mission:

The mission of Liberty Common School is to provide excellence and **fairness in education** for schoolchildren through a common foundation by successfully teaching a contextual body of organized knowledge, the skills of learning including the Thinking Framework and the values of a democratic society. The School recognizes the value of inclusiveness, or providing access to a broad cross-section of the community, so that **students from all backgrounds can benefit from the School's educational offering.** The School acknowledges the leadership of teachers in the classroom and recognizes the responsibility of each student for his/her academic effort.



Two Federal Civil-Rights Protections

Title VI and Title IX establish important protections for students and employees.

What Are Title VI and Title IX?

- Title VI — prohibits discrimination based on race, color, and national origin.
- Title IX — prohibits sex discrimination and addresses sex-based harassment and related conduct.
- LCS has adopted policies and procedures to meet these obligations and protect access to its educational programs. Consistent with Mission, Character Education, Virtues.
- For staff, the key question is not “Does this violates federal law?” — it is “Do I report this concern?”

What Does LCS Do to Protect Students?

- Receives and responds to reports of discrimination and harassment.
- Promptly and thoroughly investigates allegations.
- Takes steps to stop ongoing harassment, prevent recurrence, and address its effects.
- Provides supportive measures when appropriate.
- Protects against retaliation for good-faith reporting or participation in an investigation.
- Maintains required records and protects privacy consistent with legal requirements and school policy.

Your Role as an LCS Employee

You are an important set of eyes and ears — but you are not the investigator.

Keep Doing Your Job; Lead With Integrity and Love

- Observe students as you normally would.
- Interact with students through your regular professional relationships and responsibilities.
- Do not treat students differently because you are trying to “watch for Title IX or Title VI issues.”

1. Observe

- Notice what happens in classrooms, hallways, activities, athletics, online school-related spaces, and other LCS settings.
- Take student comments and concerning conduct seriously.
- If you witness discrimination or harassment, LCS policy requires prompt and effective action to stop it.
- You do not need to make a legal determination before raising a concern.

2. Interact

- Continue normal, professional interactions with students.
- If a student raises a concern, listen calmly and respectfully.
- Ask only the questions needed to understand what the student is telling you. Do not conduct an investigation.
- Do not promise that a disclosure will remain completely confidential.
- Reassure privacy will be maximized (need-to-know only), retaliation is prohibited.

3. Report to Administration

- When you receive a report or observe conduct that may involve discrimination or harassment, report it promptly.
- For Title IX matters, an employee who receives a report must promptly notify the their administrator or the Title IX Coordinator.
- When in doubt, report the concern and let the administration determine the next steps.

Your Job Is Straightforward

OBSERVE → INTERACT → REPORT

Title VI: What Should Put You on Notice?

- Race- or color-based comments, slurs, insults, mockery, or exclusion.
- Comments about a student's race, ancestry, national origin, accent, or ethnicity.
- Conduct involving racial stereotypes or harassment of a student because of their actual or perceived race or association with another race or color.

Title IX: What Should Put You on Notice?

- Sex-based harassment or discrimination.
- Unwelcome conduct based on sex, sex stereotypes, sex characteristics, pregnancy, sexual orientation, or gender identity.
- Sexual harassment can occur verbally, physically, visually, electronically, or in writing.
- You do not need to decide whether conduct meets the legal definition before reporting it.

What Staff Should NOT Do

- Do not investigate the allegation or interview other students.
- Do not confront the alleged offender about the allegation.
- Do not promise confidentiality.
- Do not dismiss a concern because it seems minor or unclear.
- Do not tell a student to escalate the matter to administration.
- Do not retaliate or allow retaliation.
- Do not gossip.

Protect Students From Retaliation

- LCS prohibits retaliation against people who report discrimination or harassment or participate in an investigation.
- Retaliation can include intimidation, threats, coercion, exclusion, or other conduct intended to deter reporting.
- Can be subtle: name-calling, teasing.
- If you observe or hear about possible retaliation, **report it promptly.**

How Should You Respond?

- Listen. Stay calm and respectful.
- Thank the student for telling you.
- Ask only enough to understand the immediate concern.
- If immediate safety is at issue, take appropriate action to protect the student.
- Report the concern promptly to me or to administration.
- Let the administration determine what next steps are appropriate.
- Protect student privacy to the greatest extent possible.

Remember

OBSERVE • INTERACT • REPORT

Title IX Is Not the Same as Mandatory Reporting

- All LCS employees are mandatory reporters under Colorado law.
- If a staff member knows or has reasonable cause to suspect that a child has been subjected to abuse, neglect, or sexual assault, the employee must immediately report to Larimer County law enforcement or the county department of human services.
- Title IX procedures do not replace mandatory-reporting obligations.
- When both obligations may apply, work with admin. to follow the mandatory-reporting requirement and Title IX Policy.

Recognizing Grooming And Child Sexual Abuse | Why This Is Part of Our Training

- C.R.S. § 22-1-143 requires public-school employee training on recognizing indicators of grooming and child sexual abuse.

- LCS's practical expectation remains the same: OBSERVE → INTERACT → REPORT.

Recognizing Grooming & Child Sexual Abuse

- Grooming can involve a pattern of behavior that builds trust, access, secrecy, dependency, or gradually erodes appropriate adult–student boundaries.
- You are not expected to diagnose a person's intent or determine whether grooming has occurred.
- Your responsibility is to recognize concerning behavior, respond appropriately, and report.

Possible Grooming Indicators

- Seeking unusual or unnecessary one-on-one access to a particular student.
- Giving a student special attention, gifts, privileges, rides, or favors that fall outside normal professional boundaries.
- Encouraging secrets or private communication with a student.
- Moving communication into private texts, social media, or other channels outside normal school practices.
- Gradually testing physical, emotional, or conversational boundaries.
- Sexualized jokes, comments, questions, images, or conversations.
- Creating dependency, isolation, or a sense that the adult–student relationship is 'special.'
- **A single behavior may be innocent; patterns, escalation, secrecy, or boundary violations warrant attention and reporting.**

Recognizing Possible Child Sexual Abuse

- Age-inappropriate sexual knowledge, language, drawings, or behavior.
- A student may show sudden fear, withdrawal, anxiety, aggression, depression, self-harm comments, or major behavior changes.
- A student may avoid a particular person, place, activity, restroom, locker room, vehicle, or setting without a clear reason.
- No single sign proves abuse. The question for staff is whether there is reasonable cause to suspect abuse, neglect, or sexual assault.

If You Observe Concerning Behavior

- OBSERVE — Pay attention to the behavior and the circumstances. Do not ignore concerning patterns.
- INTERACT — Continue normal, professional interactions with students. If a student discloses something, listen calmly and do not interrogate.
- REPORT — Bring the concern promptly to administration.
- DO NOT INVESTIGATE — Do not interview witnesses, confront the person involved, or try to prove grooming.
- MANDATORY REPORTING — If you know or have reasonable cause to suspect child abuse, neglect, or sexual assault, follow Colorado's mandatory-reporting law immediately; an internal LCS report does not replace that obligation.

Recognizing Possible Bullying

- A written, verbal, physical, or electronic act/gesture that is intended to coerce, intimidate, or cause physical, mental, or emotional harm to a student.
- Aggressive behavior creating an imbalance of power, such as using physical strength, threats, embarrassing information, popularity, or other leverage to control or harm another student.
- It may have nothing to do with protected characteristics.
- **Does not include ordinary peer conflict.**
- Observe, interact, report.


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