



New Title IX Regulations An Overview

What do you think of when you hear “Title IX”?



Title IX

20 U.S.C. § 1681 & 34 C.F.R. Part 106 (1972)

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”



New Definition of Sexual Harassment...

Conduct on the basis of sex
meeting one of these conditions...

Employee-student
power differential
(*quid pro quo*)

Unwelcome Conduct
determined by
a **reasonable person**

The Big Four
(Clery Act/VAWA
Definitions)

Severe

Sexual Assault

Pervasive

Dating Violence

Objectively Offensive

Domestic Violence

effectively denies
a student's ability
to participate in
or benefit from
a JSD program/activity

Stalking

New Terminology

NEW - Complainant | OLD - Victim

An individual alleged to be the victim of conduct that could constitute sexual harassment

NEW - Respondent | OLD - Alleged Perpetrator

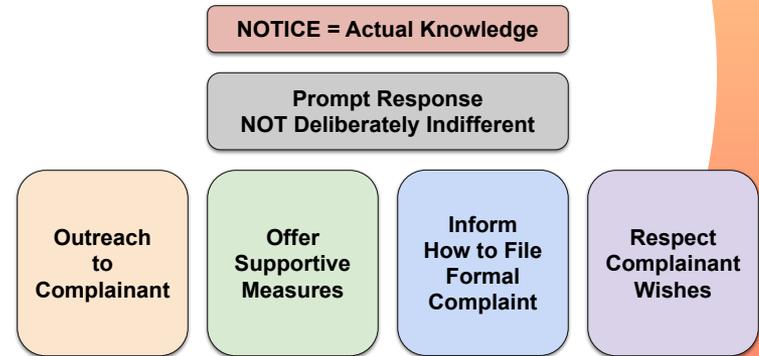
An individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment

Advisor

Both the complainant and respondent (the parties) must have the opportunity to select an advisor of the party's choice who may be, but need not be, an attorney.

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Title IX Mandatory Response Obligations



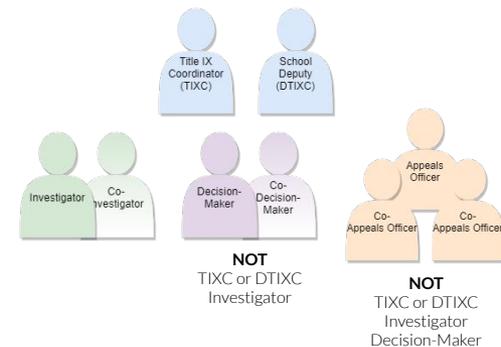
A Formal Complaint is...

A **document** filed by a complainant or signed by the Title IX Coordinator **alleging sexual harassment** against a respondent and **requesting that the school investigate** the allegation of sexual harassment.

- Complainant participating or attempting to participate
- Document filed with the Title IX Coordinator
- Complainant's physical or digital signature
- If Title IX Coordinator signs complaint, he/she is not a complainant or a party during the grievance process.

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Title IX Grievance Process - Distinct Roles



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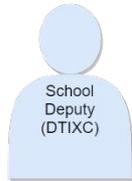
Title IX Coordinator and School Deputies



Title IX
Coordinator
(TIXC)

**Staff Assistant Administrator
Equity & Compliance**
Stacy Evans

**Administrator
Human Resources**
June LeMaster

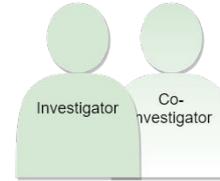


School
Deputy
(DTIXC)

Principal

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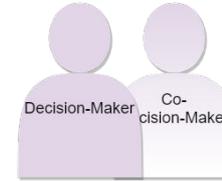
Title IX Investigators and Decision-Makers



Investigator

Co-
Investigator

Assistant Principal(s)



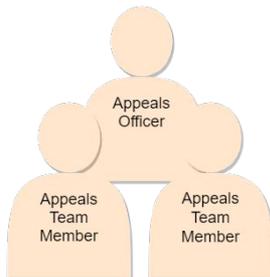
Decision-Maker

Co-
Decision-Maker

**Administrator(s)
of Schools**

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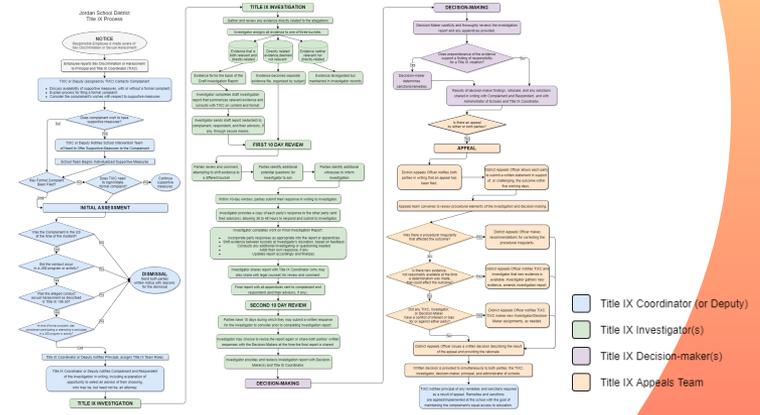
Title IX Appeals Team



**Consultant, Student Support
Director, Student Services**
Consultant, Planning & Enrollment

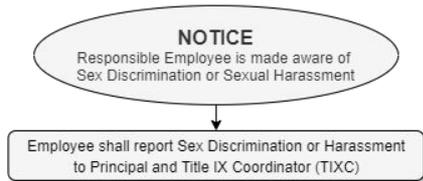
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Title IX Grievance Process



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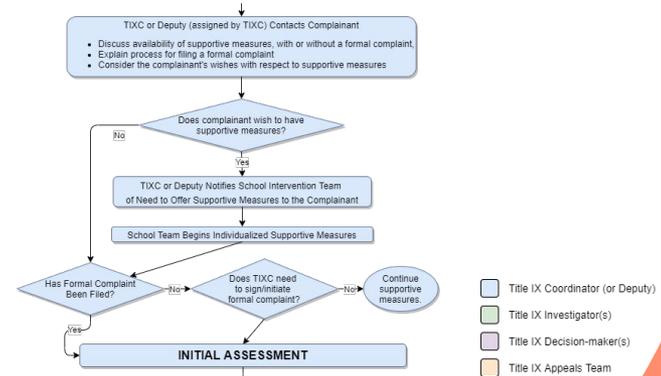
Notice Triggers Our Response Obligation



- Title IX Coordinator (or Deputy)
- Title IX Investigator(s)
- Title IX Decision-maker(s)
- Title IX Appeals Team

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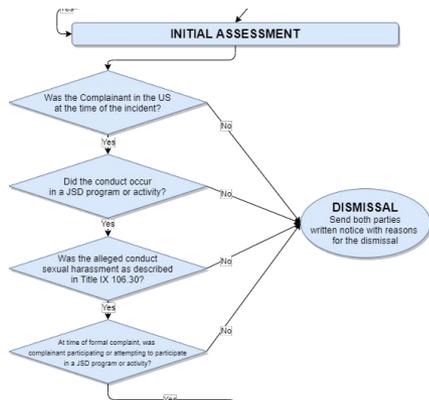
Title IX Process - Outreach to Complainant



- Title IX Coordinator (or Deputy)
- Title IX Investigator(s)
- Title IX Decision-maker(s)
- Title IX Appeals Team

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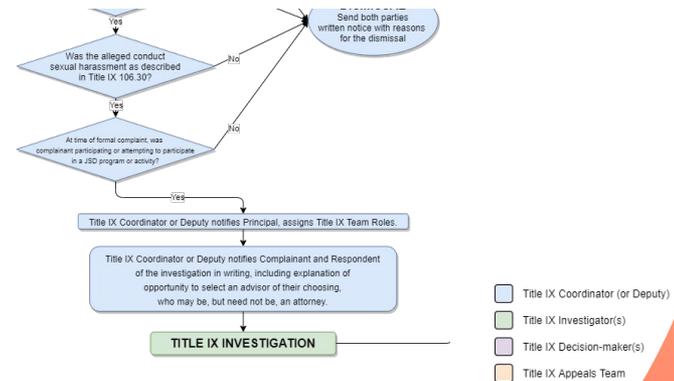
Title IX Process - Initial Assessment



- Title IX Coordinator (or Deputy)
- Title IX Investigator(s)
- Title IX Decision-maker(s)
- Title IX Appeals Team

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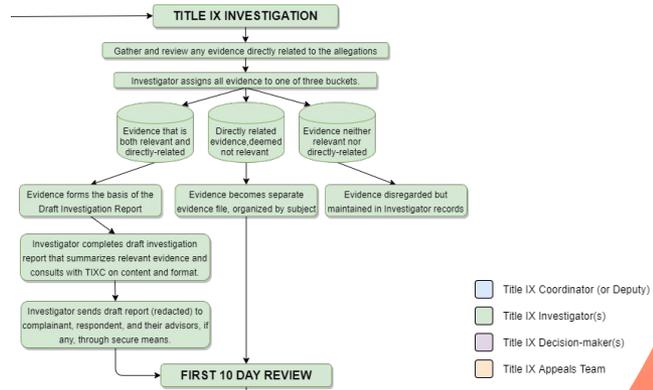
Title IX Process - Initial Assessment



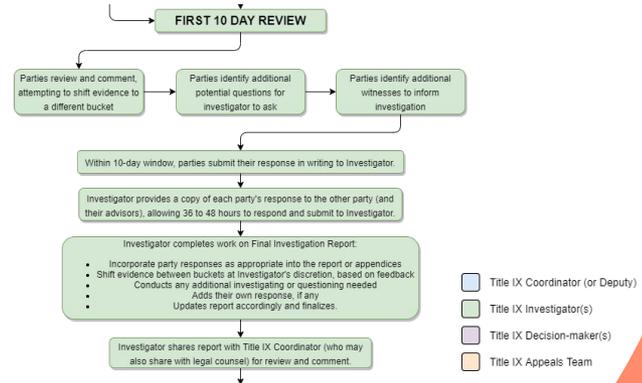
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- Title IX Investigator(s)
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- Title IX Appeals Team

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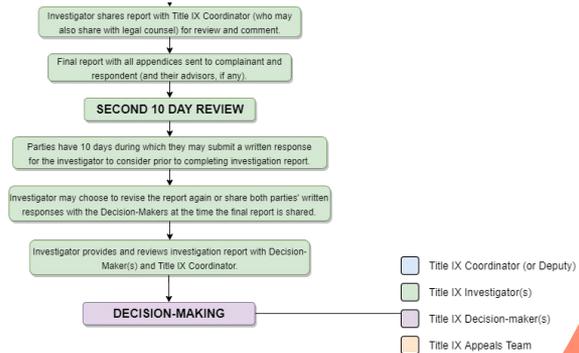
Title IX Process - Investigation



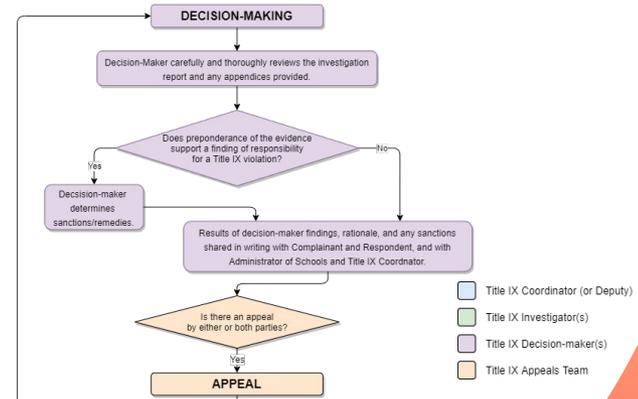
Title IX Process - Investigation



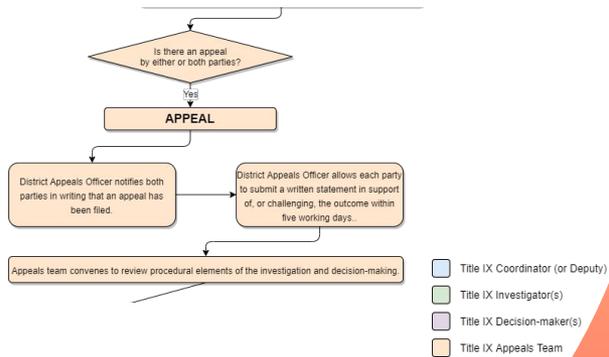
Title IX Process - Investigation



Title IX Process - Decision

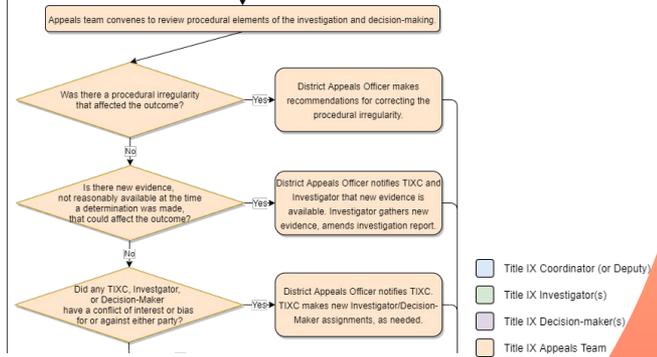


Title IX Process - Appeal



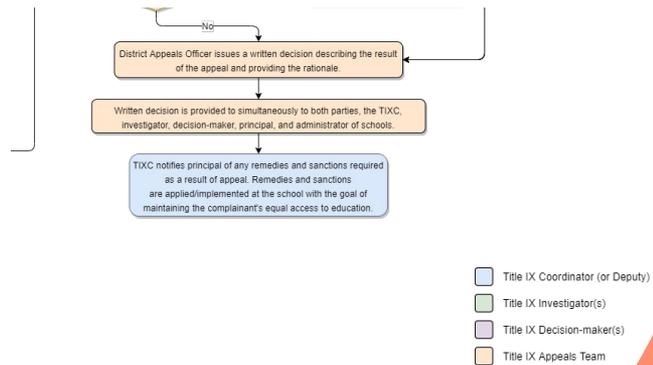
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Title IX Process - Appeal



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Title IX Process - Appeal



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Thanks!

Any questions?

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