

TITLE IX

2023-2024

TOPICS TO DISCUSS

- Definition of Title IX
- What is a Grievance Procedure?
- Grievance Procedure Steps and the Title IX Coordinator
- Suggestions for Faculty
- Other District Contact Information



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WHAT IS TITLE IX?

DEFINITION

WHAT IS TITLE IX?

- ❑ Title IX is a civil rights law passed as part of the Education Amendments of 1972. This law protects people from discrimination based on sex in education programs or activities that receive Federal financial assistance.



WHAT IS TITLE IX?

- ❑ There are two types of harassment:
 - **Quid-Pro-Quo**:-something for something such as a proposition (If you do this, then I will....).
 - **Hostile Environment**-repeated actions or comments that interfere with performance or that create an intimidating or offensive environment.



WHAT IS TITLE IX?

- ❑ Title IX prohibits sex-based harassment by peers, employees, or third parties such as unwelcome sexual advances, requests for sexual favors, other unwelcome sexual advances, and verbal, nonverbal or physical conduct of a sexual nature. Sexual harassment is an unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to the school district's education program or activity. Sexual assault, dating violence, domestic violence or stalking are examples of sexual harassment.



WHAT IS TITLE IX?

- ❑ Title IX prohibits discriminating against or excluding any student from its education program or activity including any class or extracurricular activity on the basis of pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery there from.



WHAT IS TITLE IX?

- ❑ Title IX regulations prohibit sex discrimination in interscholastic, club or intramural athletics offered by a district, including with respect to a) student interests and abilities; b) athletic benefits and opportunities; and c) athletic opportunities for members of both sexes and effectively accommodate students' athletics interests and abilities.



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WHAT IS A GRIEVANCE PROCEDURE?

WHAT ARE PSD'S PROCEDURES/STEPS?

WHO IS PSD'S TITLE IX COORDINATOR?

WHAT IS A GRIEVANCE PROCEDURE?

- ❑ A grievance procedure is a positive, legitimate method of solving problems related to possible sex discrimination.
- ❑ It provides an opportunity to correct a specific problem; if the grievance is without merit, it provides an opportunity to explore the circumstances which may be responsible for the allegation or discrimination.



GRIEVANCE PROCEDURES/INITIAL STEPS/TITLE IX COORDINATOR

- ☐ Should a student/parent-guardian/faculty member feel the need to file a grievance, please contact Shane Thurman, the Title IX Coordinator.
- ☐ Mr.Thurman will then provide the complainant with a form to complete within 10 days. Supportive measures will also be given to both the complainant and respondent.
- ☐ Once the form is completed and returned to Mr.Thurman, written notification will be sent to both parties and advisors noting allegations (names will be kept confidential) and an investigation will be conducted by the principal. Families must be given written notice about dates/times of visiting with students ahead of time. Students cannot be just pulled out of class without parent/guardian knowledge.
- ☐ The Superintendent or Decision-Maker will then determine the proper corrective action if needed.




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SUGGESTIONS FOR FACULTY

GRIEVANCE HANDLING

- ☐ Withhold judgment regarding the validity of the grievance. Do not move to a position of denial or defense.
- ☐ Maintain an open and objective attitude.
- ☐ Avoid talking about blame, either directly or indirectly.
- ☐ Avoid taking sides or becoming emotionally involved in grievances.
- ☐ Do not express preconceived notions, ideas, judgments or conclusions.
- ☐ Do not predict outcomes.
- ☐ Be supportive of grievant/s and respondent/s without becoming over involved in the grievance. *If there is a question of safety in the classroom (both students are in the same class together), one student may have schedule switched.
- ☐ Faculty participating in a Title IX investigation does not satisfy obligations under the Mandated Reporter Law.





OTHER DISTRICT CONTACT INFORMATION

POSITIONS

FYI—YOU PROBABLY KNOW THIS INFORMATION, BUT STANDARDS REQUIRES THAT FACULTY BE INFORMED...SHOULD THERE EVER BE A QUESTION... 😊

SLIP (School Improvement) Coordinator	Tara Thompson
ALE Coordinator	Tracy Simpson/Tara Thompson
Curriculum Coordinator	Melissa Cox
Child Nutrition Director	Kathy Cynova
Dyslexia Coordinator	Shawna Williams/Melissa Cox/Shane Thurman
ELL Coordinator	Janet Solis
Federal Programs Coordinator (including Title I/PD)	Tara Thompson
Foster Children Coordinator	Tara Thompson
GT Coordinator	Diane Hancock
Homeless Children Coordinator	Tara Thompson
Migrant Coordinator	Tara Thompson
Ombudsman/Private School	Tara Thompson
FACE (parent/family) Coordinator	Tara Thompson
District 504 Coordinator	Taba Thurman
Special Ed Supervisor	Kelli Rainey-Arch Ford
Technology Coordinator/Director	Jennifer Curry
Testing Coordinators	Jeff Duvall/Jennifer Curry/Melissa Cox
Title IX/Equity Coordinator	Shane Thurman
Transportation Director	Ray Cynova
Wellness Chair-District	Shane Thurman