

TITLE IX



DIVISION OF ELEMENTARY
& SECONDARY EDUCATION

Sexual Harassment Overview

Pulaski County Special SD

4 January 2024



Winter 2024



DIVISION OF ELEMENTARY
& SECONDARY EDUCATION



ADE Vision

Every Arkansan is **equitably** prepared, supported, and inspired to succeed in school, career, community, and life.

DESE Mission

The Arkansas Department of Education provides **leadership, support, and service** to schools, districts, and communities so every student graduates prepared for college, career, and community engagement.

PCSSD Core Belief Statement

- We must **provide a safe** physical, social and emotional **learning environment**.
- Schools should be communities of learning where **all teachers and staff do whatever it takes** to assure all students learn.



Every Public School



= EQUITY

ENVIRONMENT

SAFE

**CONDUCTIVE
FOR
LEARNING**

STUDENT

**QUALITY
EDUCATION**

**FREE FROM
DISCRIMINATION**

Not Legal Advice



This training is **technical assistance and guidance.**

This is NOT legal advice.



What is Title IX?

Prohibits discrimination on the basis of sex in education programs and activities that receive federal financial assistance.

SOME EXAMPLES:

- Failure to provide equal opportunity in athletics
- Discrimination in STEM courses and programs
- Discrimination based on pregnancy
- Title IX Sexual Harassment

History of Title IX



Education Amendments of 1972

- 1975, US Dept. of Education (USDOE) published 34 CFR Part 106, which implements Title IX

Guidance documents were used when law had not specifically addressed an issue

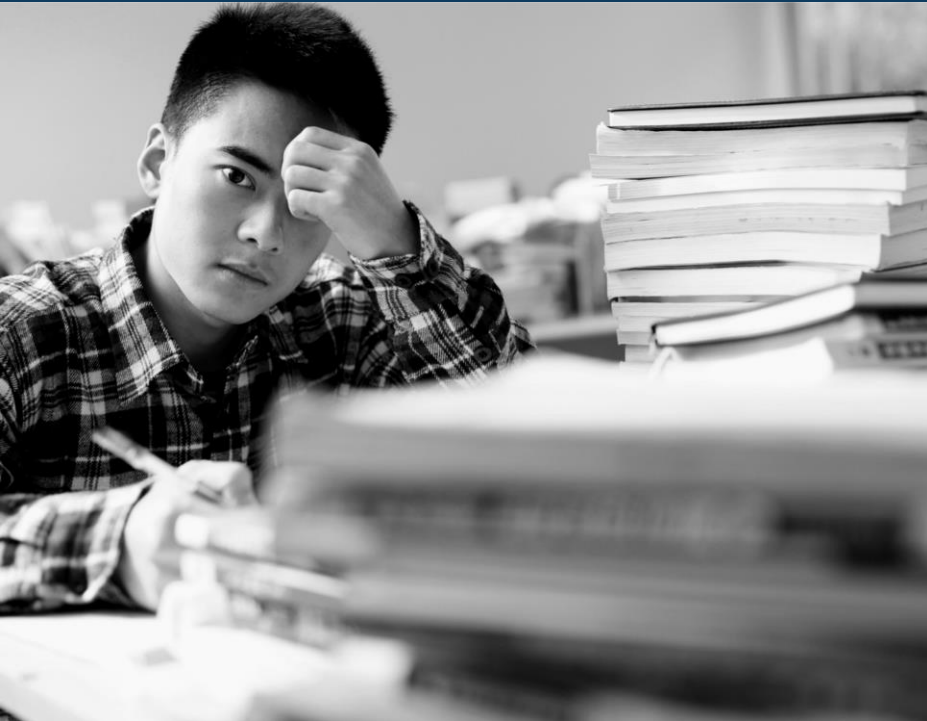
- **Sexual Harassment Guidance: Harassment of Students by School Employees, Other Students, or Third Parties**
 - USDOE publishes in 1997
 - USDOE revises in 2001
- **Dear Colleague Letters**
 - USDOE publishes in 2011 and 2016

New Regulations

- **USDOE PUBLISHES New Regulations**
 - August 2020
 - Defines sexual harassment as sex discrimination under Title IX
 - Requires specific grievance process when responding to Title IX sexual harassment
 - **CURRENT LAW**
- **USDOE PROPOSES New Regulations**
 - July 2022
 - “Final Rule” expected Spring 2024
 - **NOT the current law.**

Sex Discrimination

Big Picture Law

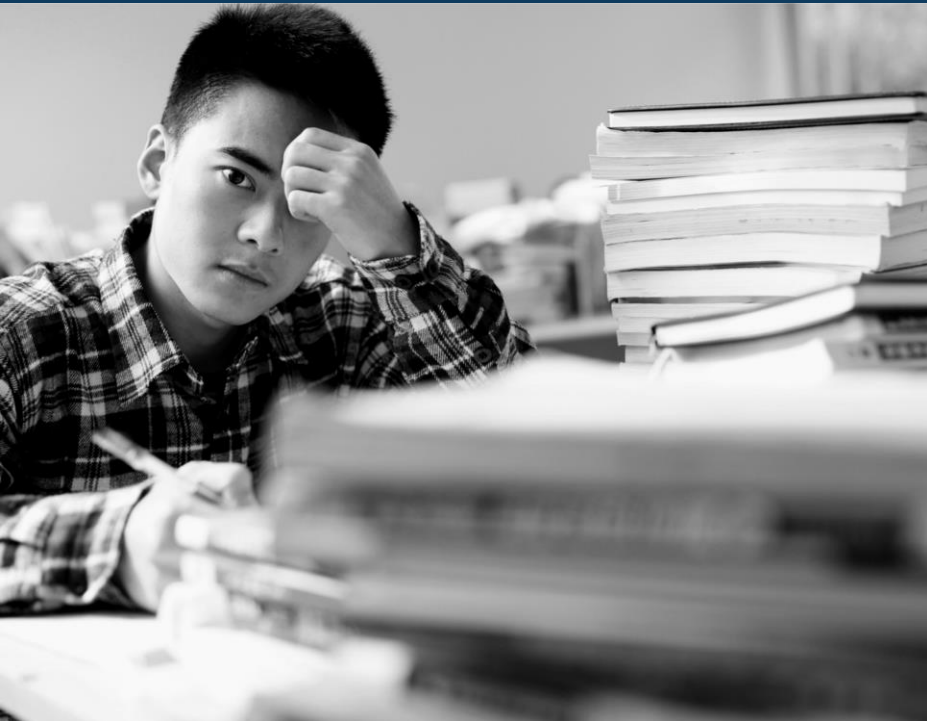


On the basis of sex, may not

- Exclude from participation in;
- Deny the benefits of;
- Treat differently from another person; OR
- Otherwise subject to discrimination



Academics, Athletics, & Activities



On the basis of sex, the district must not

- Deny participation in;
- Deny the benefits of;
- Treat differently from another person; OR
- Otherwise discriminate against

May operate separate teams

- Selection for such teams is based upon competitive skill;
- Or activity involved is a contact sport.

Must provide equal athletic opportunity for both sexes

May have single-sex classes or extracurricular activities

- Based on the school's important objective:
 - To improve educational achievement of its students; AND
 - To meet the particular, identified educational needs of its students
 - Implemented in an evenhanded manner
- Completely voluntary.
- Periodic Evaluation - at least every 2 years.

Must provide a substantially equal extracurricular activity to excluded students in the same activity

Pregnancy/Parental Status

- Shall not apply any rule concerning a student's actual or potential: parental, family, or marital status which treats students differently on the basis of sex.
- Shall not discriminate or exclude any student on the basis of
 - student's pregnancy
 - childbirth
 - false pregnancy
 - termination of pregnancy or recovery therefrom.
- Must allow student to return to the **same academic or extracurricular status** as before their medical leave began.



Title IX Sexual Harassment

Form of Sex Discrimination



On the basis of sex...one or more

- “Quid Pro Quo”
- SPOO
 - Severe, Pervasive AND Objectively Offensive
- **U.S. Criminal Code**
 - Sexual Assault
 - Dating Violence
 - Domestic Violence
 - Stalking



Complainant

Individual who is alleged to be the victim of conduct that could constitute Title IX sexual harassment.

Respondent

Individual who has been reported to be the perpetrator of conduct that could constitute Title IX sexual harassment.

Recipient

Institution that receives Federal financial assistance.

Scope of Education Program/Activity

“...an education program or activity includes locations, events, or circumstances **over which the recipient exercised substantial control over both the respondent and the context** in which the harassment occurs.”



Title IX Personnel Team

PCSSD Title IX Team



Title IX Coordinator

- Employed and authorized by the recipient
- Coordinates recipient's efforts to comply with Title IX responsibilities
- Responsible for effective implementation of supportive measures and remedies
- MUST BE READILY AVAILABLE AND ACCESSIBLE



Investigators

- Conduct investigations
- Create investigative reports



Decision-Makers

- Evaluate evidence and apply the standard of evidence chosen by the recipient
- Reach conclusions whether respondent is responsible for alleged acts
- Determine remedies for complainants and discipline for respondents
- Makes the determination or the appeal
 - Cannot be the same person
 - Cannot be the Title IX coordinator or investigators



Informal Resolution Facilitators

- Facilitates the informal resolution process if the district offers it
- **PCSSD does NOT offer informal resolutions.**

TITLE IX SEXUAL HARASSMENT MEANS

Conduct On The Basis Of Sex That Satisfies One Or More Of The Following:



An employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct;

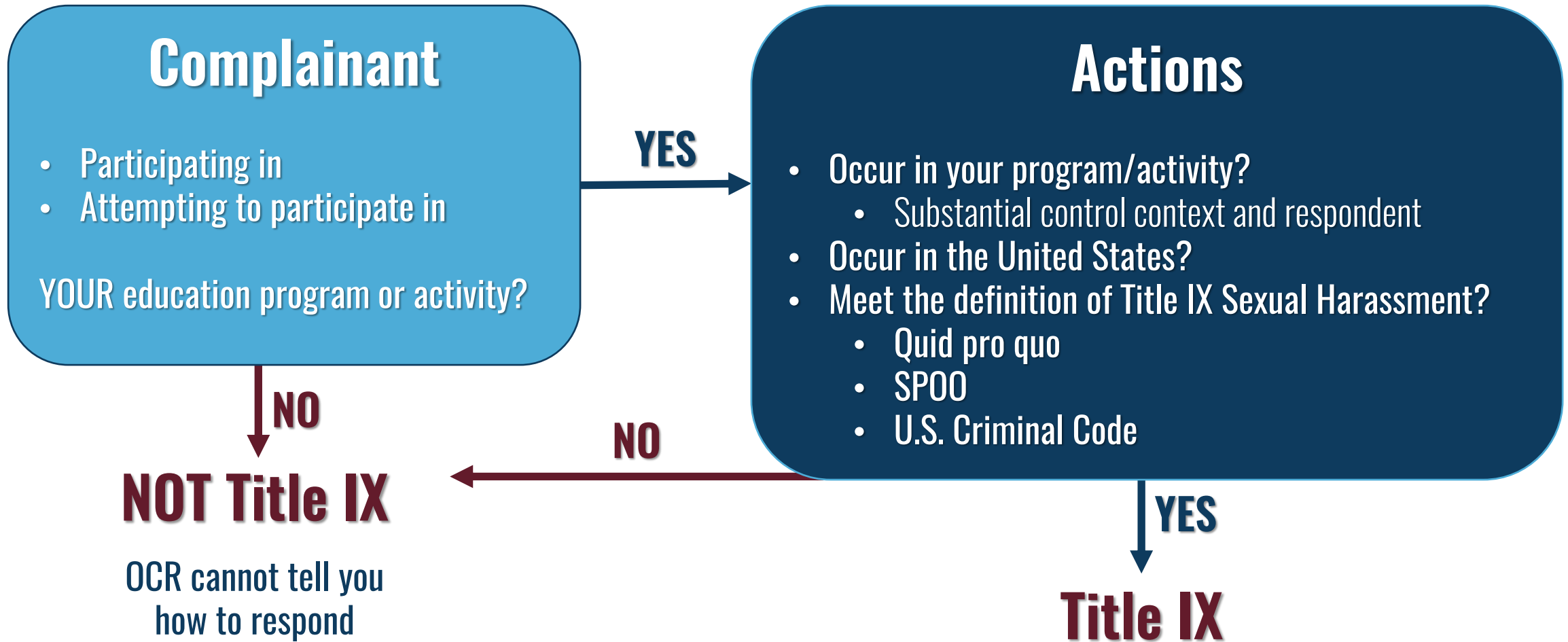


Sexual assault, dating violence, domestic violence, or stalking



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 recipient's education program or activity;

Title IX Sexual Harassment



SEX OFFENSES

SEXUAL ASSAULT

An offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation (FBI).

STALKING

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to-

- a) fear for his or her safety or the safety of others; or
- b) suffer substantial emotional distress.

* THIS INCLUDES CYBER-STALKING (ONLINE OR THROUGH MESSAGING PLATFORMS)

DATING VIOLENCE

Violence committed by a person

- a) who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- b) where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - i. the length of the relationship.
 - ii. the type of relationship.
 - iii. the frequency of interaction between the persons involved in the relationship.

DOMESTIC VIOLENCE

Includes felony or misdemeanor crimes of violence committed by

- a) a current or former spouse or intimate partner of the victim,
- b) a person with whom the victim shares a child in common,
- c) a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner,
- d) a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or
- e) any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

SEXUAL ASSAULT

FONDLING

The touching of the private body parts of another person **for the purpose of sexual gratification** without the **consent** of the victim, including instances where the victim is incapable of giving **consent** because of his/ her age or because of his/her temporary or permanent mental or physical incapacity.

SEXUAL ASSAULT WITH AN OBJECT

To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the **consent** of the victim, including instances where the victim is incapable of giving **consent** because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

STATUTORY RAPE

Nonforcible sexual intercourse with a person who is under the statutory age of **consent**.

SODOMY

Oral or anal sexual intercourse with another person, without the **consent** of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

INCEST

Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

RAPE

The carnal knowledge of a person, without the **consent** of the victim, including instances where the victim is incapable of giving **consent** because of his/ her age or because of his/her temporary or permanent mental or physical incapacity.

CONSENT

THE ASSISTANT SECRETARY WILL NOT REQUIRE RECIPIENTS TO ADOPT A PARTICULAR DEFINITION OF CONSENT WITH RESPECT TO SEXUAL ASSAULT

- **The recipient must specify the definition of consent it will apply.**
 - Create/use a definition of consent that makes sense to you and your district.
 - Include situations where the **consent cannot be obtained/given** (i.e., coercion, incapacitation) and clearly define those situations
 - Make sure you can
 1. Explain it
 2. Apply it
- **The recipient must consistently apply that definition**
 - To both the complainant and the respondent
 - From one grievance process to another
- **These are individuals who cannot give consent**
 - National Incident-Based Reporting System (NIBRS)
 - Severely cognitively disabled persons
 - Incapacitated persons
 - Arkansas Law
 - Anywhere up to 21 years old depending on the conduct and the respondent's relationship to complainant.

Actual Knowledge

Notice (report) of Title IX sexual harassment or allegations of Title IX sexual harassment to...

ANY EMPLOYEE

of an elementary [or] secondary school.

What should you do?

**Immediately Contact
the Title IX Coordinator**

Actual Knowledge

General Response to Title IX Sexual Harassment

TITLE IX COORDINATOR MUST

- Respond promptly
 - Contact complainant/parents
- Respond equitably
- Discuss supportive measures
- Explain formal complaint

Guidelines

- **COMPLAINANT MUST BE PARTICIPATING IN OR ATTEMPTING TO PARTICIPATE**
 - in the education program or activity of the recipient with which the formal complaint is filed
- **PARENT OR GUARDIAN MAY FILE A FORMAL COMPLAINT**
 - on behalf of complainant
- **"DOCUMENT FILED BY A COMPLAINANT" MEANS**
 - a document or electronic submission that contains the complainant's physical or digital signature, or otherwise indicates that the complainant is the person filing the formal complaint

Grievance Process for Title IX Sexual Harassment

Formal Complaint

An investigation of sexual harassment does not occur until a formal complaint is filed.

The recipient must investigate the allegations in a formal complaint.

REPORT puts recipient on notice
FORMAL COMPLAINT initiates an investigation

Is it Title IX Sexual Harassment?

- **Student 1** asks **Student 2** out. **Student 2** says I have plans.
- **Student 1** asks again. **Student 2** says I have a paper due the next day.

Student 2 won't go to class with **Student 1** because they're afraid **Student 1** is going to ask them out again.

Is it Title IX Sexual Harassment?

- **Student 1** talks to **Student 2**. **Student 2** is uncomfortable for undefined reason.
- **Student 1** talks with **Student 2** again. **Student 2** is uncomfortable again.

Student 2 won't go to class with **Student 1** because they're afraid **Student 1** is going to make them uncomfortable.

Is it Title IX Sexual Harassment?

8th Grade **Student 1** grabs 6th Grade **Student 2's** rear end in the hallway between classes.

Is it Title IX Sexual Harassment?

10th grade male **Student 1** runs up to 10th grade female **Student 2** yelling, “We have been together for two years and you are going to prom with **Student 3?!?!**” **Student 1** starts striking **Student 2**. Eventually security has to separate the two.

Is it Title IX Sexual Harassment?

5th grade **Student 1** attempts to touch a 5th grade **Student 2's** breasts and genital area and makes vulgar statements such as "I want to get in bed with you" and "I want to feel your boobs."

Is it Title IX Sexual Harassment?

Two 8th grade students attending a school dance together get into a physical altercation with each other.

Is it Title IX Sexual Harassment?

11th grade male **Student 1** reports that he and 12th grade female **Student 2** got into an argument last night about their relationship. Today, **Student 1** alleges that **Student 2** has been pushing him into the lockers whenever they pass in the hallway.

Is it Title IX Sexual Harassment?

10th Grade **Student 1** repeatedly grabs and rubs his crotch whenever 10th Grade **Student 2** enters into their English class.

Is it Title IX Sexual Harassment?

5th grade **Student 1** purportedly placed a door stop in his pants and proceeded to act in a sexually suggestive manner toward 5th grade **Student 2** during physical education class.

Is it Title IX Sexual Harassment?

Student complains she is being called names by her volleyball teammates. Teammates call her names like “butch” and “dike” and claim she is really a boy because of her body shape. They also ask her if she has a penis and keep trying to peek into her stall when she is changing to “check.” This is happening about once a week during practices after school.

Is it Title IX Sexual Harassment?

7th Grade **Student 1** from another school in the district is at an evening extracurricular activity at your school. **Student 1** meets 9th Grade **Student 2** from your school and repeatedly sends text messages and calls asking for sexual favors.

Is it Title IX Sexual Harassment?

Two students get into a fight at school. One of the bystanders mentions to you that they had their first date over the weekend and says, “I guess it’s finna be their last date...”

Is it Title IX Sexual Harassment?

A **teacher** who worked at your school last year, but is now employed by another school district is accused of sending text messages this year to many of the **students** at your school requesting “nudes.”

Is it Title IX Sexual Harassment?

The coach learns that the junior and senior athletes have been selecting one freshman athlete after each home game to “initiate” into the team. A senior athlete will grab the freshman’s testicles and squeeze while the rest of the athletes chant, “Do you have the balls to be on our team?”

Is it Title IX Sexual Harassment?

Classmates photoshopped sexually suggestive pictures of **Student** when she was a freshman in high school and posted them on flyers in school hallways and bathrooms that included her phone number.

Is it Title IX Sexual Harassment?

Student 1 punches **Student 2** after **Student 2** tells **Student 1** that his voice is not “manly enough.” **Student 1’s** mother tells the AP that **Student 1** is not one to complain but **Student 2** has been making fun of **Student 1** since the beginning of the year saying **Student 1** is not manly enough in actions, voice or choice of extra-curricular classes.

Is it Title IX Sexual Harassment?

A senior female **Student** states that a male **Teacher** refused to provide afterschool tutoring to her multiple times because no other student was going to stay those days so they would be alone in the classroom. **Student** claims **Teacher** often provided one on one afterschool tutoring to male students this term.

Is it Title IX Sexual Harassment?

5th grade **Student 1** allegedly rubs their body against 5th grade **Student 2** in the school hallway in what the other student considered a sexually suggestive manner.

Grievance Process for Title IX Sexual Harassment

Notice of Allegations

- Created upon receipt of Formal Complaint
- Contain all known information about allegations, including names of Respondent and Complainant
- Given to BOTH parties BEFORE the investigation begins
- **You may only investigate the allegations listed**
- New allegations require a new “Notice of Allegations”
 - *If...the recipient decides to **investigate allegations** about the complainant or respondent that are **not included in the notice** provided...**the recipient must provide notice of the additional allegations** to the parties whose identities are known.*

WHAT ABOUT FERPA?

The obligation to comply with Title IX is not obviated or alleviated by the FERPA statute or FERPA regulations.

The recipient must keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any complainant, any individual who has been reported to be the perpetrator of sex discrimination, any respondent, and any witness, except as may be permitted by the FERPA statute, 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, **or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder.**

WHAT ABOUT FERPA?

The obligation to comply with Title IX is not obviated or alleviated by the FERPA statute or FERPA regulations.

Notice of Allegations

IDENTITIES of the parties involved in the incident.

Determination

- Given to **BOTH** parties.
- Declaration of responsibility.
- **WHAT SANCTIONS** are imposed on respondent.
- **IF REMEDIES** are offered complainant.

Supportive Measures

Kept confidential **SO LONG AS** the confidentiality **DOES NOT DETER THE ABILITY** to provide the supports.

Guidelines

- **ENSURE**
 - burden of proof and burden of gathering evidence rest on the recipient
- **PROVIDE EQUAL OPPORTUNITY**
 - for parties to present witnesses and other evidence
 - for parties to have others present during any grievance proceeding
 - for parties to inspect and review any evidence
- **DO NOT RESTRICT**
 - the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence
- **PROVIDE WRITTEN NOTICE**
 - to a party whose participation is invited or expected

Grievance Process for Title IX Sexual Harassment

Investigation

INVESTIGATION TIMELINE



Impact of Trauma

From Jeffrey J. Nolan
“Fair, Equitable Trauma-Informed Investigation Training”

Scientific Research and Critiques

Research suggests

- Trauma may be a catalyst for gaps in memory
 - Details out of order
 - Not all details remembered
 - Remember more over time
- Trauma may affect how they act when recalling event
 - Laughing
 - Smiling
 - Emotionless

Critiques claim

- Other things can cause memory gaps
- It could result in a gender based bias
- People assume the presence of gaps as proof of trauma

Impact of Trauma

From Jeffrey J. Nolan
“Fair, Equitable Trauma-Informed Investigation Training”

Items to consider

- Stressful events do not automatically result in strong memories
- Memories are typically not precise and in a well-defined chronological order
- **Ask what they remember about the event**
 - Do not interrupt
 - Let them finish their version
- **Avoid “Why didn’t you...” questions.**
 - Instead “Help me understand...”
- **Behaviors & memory gaps should not be seen as proof that someone is or is not lying**
 - The information given should be reviewed in light of the remainder of the evidence.

Written Determination of Responsibility

- **Identification of the allegations**
- **Description of the procedural steps taken**
 - From receipt of formal complaint – written determination
- **Findings of fact supporting the determination**
- **Conclusions regarding the application of the code of conduct to the facts**
- **Statement and rationale for the result of each allegation**
 - Determination regarding responsibility
 - Any disciplinary sanctions imposed on the respondent
 - Whether remedies will be provided to the complainant
 - May have multiple decision makers but ONE written determination
- **Procedures and permissible bases for Complainant and Respondent to appeal**

What is Impartiality?



- ✓ NEUTRAL
- ✓ EQUITABLE
- ✓ FAIR IN ACTIONS
- ✓ OBJECTIVE CRITERIA

This approach reflects the reality that recipients are not courts, yet do need to apply a fair, truth-seeking process to resolve factual allegations of Title IX sexual harassment.





Title IX References of Impartiality

“

Require that any individual designated by a recipient as a **Title IX Coordinator, Investigator, Decision-maker**, or any person designated by a recipient to facilitate an informal resolution process, **not have a conflict of interest or bias**

”



Title IX References of Impartiality

Title IX provisions are rooted in the importance of **an impartial process** before **unbiased officials** to ...

“

- (1) Improve perceptions that Title IX sexual harassment allegations are resolved fairly and reliably,
- (2) Avoid intentional or unintentional injection of sex-based biases and stereotypes into Title IX proceedings, and
- (3) Promote accurate, reliable outcomes

”

Confidence held by others

Failure to be impartial may negatively affect the confidence held by others in the institution's Title IX processes or the District or school as a whole.

A fair grievance process will lend greater legitimacy to the resolution of complainants' allegations, which will improve the environment for complainants rather than perpetuate a hostile environment or increase negative social reactions to complainants, such as disbelief and blame.

Ethical expectations

Taking advantage of a conflict of interest might be viewed as poor professional conduct - in violation of ethical expectations.

An educator maintains integrity regarding the acceptance of any gratuity, gift, compensation or favor that might impair, or appear to influence professional decisions or actions and shall refrain from using the educator's position for personal gain.

Grounds for appeal

Issues related to conflict of interest or bias may be grounds for appeal.

Serving Impartially

DESIGNATED INDIVIDUALS MUST

“not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent.”

- ✓ NEUTRAL
- ✓ FAIR IN ACTIONS
- ✓ OBJECTIVE CRITERIA



PREJUDGEMENT OF THE FACTS AT ISSUE ✗

CONFLICTS OF INTEREST ✗

BIAS ✗

Serving Impartially



DESIGNATED INDIVIDUALS MUST

“

*be trained "how to serve impartially, including by avoiding **prejudgment of the facts at issue, conflicts of interest, and bias**"*

”

DESIGNATED INDIVIDUALS SHOULD

Be self-aware

State when we cannot be impartial

“

*Recipients **should** have objective rules for determining when an adjudicator (or Title IX Coordinator, investigator, or person who facilitates an informal resolution process) is biased, and the Department leaves recipients discretion to decide how best to implement the prohibition on conflicts of interest and bias...*

”

Serving Impartially



DESIGNATED INDIVIDUALS MUST

“

*be trained "how to serve impartially, including by avoiding **prejudgment of the facts at issue, conflicts of interest, and bias**"*

”

DESIGNATED INDIVIDUALS SHOULD

Be self-aware

State when we cannot be impartial

- Not have an unfettered duty when they cannot be impartial

Dismissing a Formal Complaint

MUST DISMISS

- If conduct alleged in a formal complaint would not constitute sexual harassment.
- If conduct did not occur in the recipient's education program or activity.
- If conduct did not occur against a person in the United States.

34 CFR § 106.45(b)(3)

"Such dismissal does not preclude action under another provision of the recipient's code of conduct."

MAY DISMISS

- If complainant notifies the Title IX Coordinator in writing that they want to withdraw the formal complaint or any allegation therein.
- If respondent is no longer enrolled or employed by the recipient.
- If specific circumstances prevent the recipient from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

Upon dismissal, the recipient must promptly send written notice of the dismissal and reason(s) simultaneously to the parties.

Is it Title IX Sexual Harassment?

1. Is the complainant participating in or attempting to participate in our education program or activity?
2. Did the actions allegedly occur in our education program or activity?
 - *Did we have substantial control over the respondent?*
 - *Did we have substantial control over the context?*
3. Did the actions allegedly occur against someone in the United States?
4. If proven true, would the alleged actions be one of the following?
 - *“Quid Pro Quo” (Staff Respondent, “if this, then that”)*
 - *Sexual Assault, Dating Violence, Domestic Violence, or Stalking*
 - *Severe, Pervasive AND Objectively Offensive to a reasonable person (peer)*

Is it Title IX Sexual Harassment?

YES

to **ALL** four questions

You must follow the Title IX Sexual Harassment Grievance Process **BEFORE INVESTIGATING** allegations **OR** implementing **ANY DISCIPLINARY SANCTIONS**.

NO

to **ANY** of the four questions

The Office for Civil Rights (OCR) **CANNOT DIRECT YOU** on how to respond.

“A recipient's response is not simply a matter of the recipient's own codes of conduct or **policies**; a recipient's response is a matter of fulfilling obligations under a Federal civil rights law.”

Section 504 and Title IX Support

Feedback Link: <https://bit.ly/DESE-EAC-Feedback>

LANCE LEVAR

Public School Program Advisor

Arkansas Department of Education
Division of Elementary and Secondary Education
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Little Rock, AR 72201

501-682-0783

Lance.LeVar@ade.Arkansas.gov



Title IX Resources

Office for Civil Rights

Title IX Regulations - 34 CFR § 106

- <https://www.ecfr.gov/current/title-34/subtitle-B/chapter-I/part-106>

U.S. Department of Education Title IX Website

- <https://sites.ed.gov/titleix/>

Dear Colleague Letter on Accommodating Students' Interests – Three-Part Test

- <https://www2.ed.gov/about/offices/list/ocr/letters/colleague-20100420.pdf>

Questions & Answers on the Three-Part Test DCL

- <https://www2.ed.gov/about/offices/list/ocr/docs/title9-qa-20100420.html>

Title IX NPRM Summary of Major Provisions Chart

- <https://www2.ed.gov/about/offices/list/ocr/docs/t9nprm-chart.pdf>

FACT SHEET: U.S. Dept of Ed's 2022 Proposed Amendments to its Title IX Regulations

- <https://www2.ed.gov/about/offices/list/ocr/docs/t9nprm-factsheet.pdf>

Title IX NPRM Summary of Major Provisions Chart

- <https://www2.ed.gov/about/offices/list/ocr/docs/t9nprm-chart.pdf>

Supporting the Academic Success of Pregnant and Parenting Students

- <https://www2.ed.gov/about/offices/list/ocr/docs/pregnancy.pdf>

State Resources

Title IX Website

- <https://dese.ade.arkansas.gov/Offices/legal/compliance-assistance-center/title-ix>

Playlist on the ADE YouTube Channel

- <https://www.youtube.com/playlist?list=PLj2vxyuu8hVBvwwg4Hr30Mq7mv5ULHLKBJ>

Title IX Sexual Harassment Investigation Flow Chart

- <https://dese.ade.arkansas.gov/Files/Title IX Sexual Harassment Investigation Flowchart - EAC - June 2021 20210824134347.pdf>

Title IX Sexual Harassment Personnel Brochure

- <https://dese.ade.arkansas.gov/Files/Title IX Sexual Harassment Personnel Brochure - EAC - June 2021 20210824134407.pdf>

Federal Bureau of Investigations

National Incident-Based Reporting System (NIBRS) Offense Definitions

- https://ucr.fbi.gov/nibrs/2019/resource-pages/nibrs_offense_definitions-2019.pdf