
Title IX Updates and Overview

Siuslaw Staff Training

“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.”

Today's Agenda

1. **Key Components of Title IX**
2. **Title IX resources and policies**
3. **Reporting**
4. **Gender Identity and Title IX**

Key Components of Title IX in K-12 School/Districts

- **Title IX Coordinator**
- **Policies and procedures**
- **Discrimination**
- **Sexual harassment**
- **Employment/hiring**
- **Athletic equity**
- **Website**
- **Staff training**

I took all the Safe Schools modules- now what?

Know where to go for information and guidance:

- Siuslaw Title IX webpage with Siuslaw School District policy
- Sports related questions or complaints: Athletic Director- Chris Johnson
- Building level Title IX questions or complaints: Building administrators
- Title IX guidance, policy assistance, any questions or complaints: Title IX Coordinator- Lisa Utz

~Additional Safe Schools trainings can also be viewed during PD time to add to your knowledge.

How do I find our Title IX webpage?

On any Siuslaw SD website page, scroll to the end. It is linked on every page.

Let's try it out:

<https://www.siuslaw.k12.or.us/>

How do I report or lodge a complaint?

1. Always report in a timely manner. Talk to your building administrator.
2. Once *you* have knowledge, *the district* has knowledge and is legally responsible for that actual knowledge.
3. Find and follow policies that apply. (All policies are on the Siuslaw website)
4. Ask for help; sometimes reading (and finding) policy is tough, and a human voice explaining just helps.
5. Remember, each situation will be individual.

Is it Title IX or General Grievance?

Title IX centers only on gender equity. If the complaint is not gender based, it is not Title IX. Other complaints shall be filed under the appropriate policy based on the nature of the complaint.

If the complaint is an employee related, non-Title IX complaint, please use the procedures listed in your contract:

Certified:

- Article 19: Grievance Procedure (page 11)
- Article 22: Complaint Procedure (page 16)

Classified:

- Article XXIV - Grievance Procedure (page 31)

Title IX Reporting Requirements

From Siuslaw SD policy:

AC-AR Discrimination Complaint Procedure

Complaints may be oral or in writing and must be filed with the principal. Any staff member that receives an oral or written complaint shall report the complaint to the principal.

JBA/GBN Sexual Harassment

Any person may report sexual harassment. This report may be made in person, by mail, by telephone, or by electronic mail, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. The report can be made at any time.

What Happens After Reporting?

- **Investigation:**

- Administrator (Principal, Athletic Director, or Title IX Coordinator) will: meet with the complainant, offer supportive measures, and review the official complaint process. (Supportive measures may include interim removal if necessary.) All procedures are confidential, and outcomes are not shared.
- *All knowledge of potential violations of Title IX will be reported to the Title IX Coordinator.*
- Definitions for understanding process:
 - Complainant- person discriminated against or harassed
 - Respondent: person who discriminated against or harassed
- Interviews, gathering of evidence

- **Hearings as necessary**

- **Decision:**

- Decision will be made by party other than the investigator.
- Final decisions can be appealed to the Superintendent unless they are the designated decision maker. At that point, the School Board would hear appeals.

- ***Retaliation is prohibited, regardless of who retaliates. All parties involved are prohibited from retaliation.***

Gender Identity, and Transgender Student Rights

Oregon law broadly defines, “sexual orientation” as an individual’s actual or perceived heterosexuality, homosexuality, bisexuality or gender identity, regardless of whether the individual’s gender identity, appearance, expression or behavior differs from that traditionally associated with the individual’s sex at birth.

The U.S. Departments of Education and Justice have stated that under Title IX, “discrimination based on a person’s gender identity, a person’s transgender status, or a person’s nonconformity to sex stereotypes constitutes discrimination based on sex” and has asserted a significant interest in ensuring that all students, including transgender students, have the opportunity to learn in an environment free of sex discrimination in public schools.

From “Guidance to School Districts: Creating a Safe and Supportive School Environment for Transgender Students” Issued May 5, 2016.

How Should Schools Respond?

- Confidentiality for students, as they prefer and indicate (this could include privacy from a parent), respect for student's individuality
- Names and Pronouns
- Management of Student Identity in School Documents and Records
- Allow for student preference with regard to gender; work with administrator to find the best supports for all

Single-Sex Classes or Activities

Title IX prohibits most single-sex or sex-segregated classes and activities; there are a few exceptions, like sports and some lessons during sexuality education.

- For single-sex or sex-segregated classes or activities, trans students should be allowed to participate consistent with their gender identity.
- Avoid separating or singling out students by sex or gender unless absolutely necessary.

Additional Training Requests?

Please ask your building administrator if you would like to try to schedule PD time for extra time with this topic. Lisa can meet with your team to dig deeper into discussion.

Additional Title IX time to use scenarios of potential Title IX complaints or investigations and:

- Discuss validity as a Title IX issue or not?
- Discuss response and who is responsible for what with response
- Talk through your real life observations and needs based on these scenarios

If you have questions, please contact your building administrator or Title IX Coordinator, Lisa Utz

**Thank you for keeping our schools a safe and welcoming place for all.
That is what Title IX stands for, and what we stand for too!**