



# Title VI and Title IX

Overview

# Purpose of the Training

- Increase awareness of Title VI and Title IX
- Clarify your legal responsibilities as a school employee
- Review proper procedures for reporting violations
- Ensure a safe, non-discriminatory learning environment for all students

# What is Title VI?

- Part of the Civil Rights Act of 1964
- Prohibits discrimination based on race, color, or national origin in programs or activities receiving federal financial assistance
- Applies to all school personnel and students

# Examples of Title VI Violations

- Racial harassment or slurs
- Segregation or exclusion from activities
- Disparate discipline based on race
- Unequal access to programs or services

# What is Title IX?

- Part of the Education Amendments of 1972
- Prohibits sex-based discrimination in federally funded education programs
- Applies to students and employees
- Includes sexual harassment, gender-based discrimination, pregnancy discrimination, etc.



# Examples of Title IX Violations

- Sexual harassment or assault
- Unequal athletic opportunities
- Discrimination due to gender identity or sexual orientation
- Retaliation for reporting a complaint



# Your Responsibility as a School Employee

- Be aware of signs of discrimination or harassment
- Immediately report any known or suspected Title VI or Title IX violations
- Maintain confidentiality; do not investigate yourself
- Support students and staff in accessing resources

# Reporting Procedures

1. Report promptly to the school Title VI or Title IX Coordinator:

- Usually a principal, supervisor, or district-level designee

2. Include:

- Names of those involved
- Nature and date of the incident
- Any supporting details





# What happens next:

- The coordinator conducts an investigation
- Findings and actions are documented
- Appropriate support and resolution are provided

# Overton County Schools Coordinators

Title VI and Title IX Coordinators:

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**Post in staff areas and provide access to policy documents.**



# Legal Obligations

- Failure to report may result in personal or district liability
- Retaliation against reporters or complainants is strictly prohibited
- FERPA and confidentiality must be maintained during investigations



# What Not To Do

- Do not ignore complaints or signs of harassment
- Do not confront alleged perpetrators
- Do not promise confidentiality
- Do not attempt to investigate yourself

# Summary

- Know what Title VI and Title IX are
- Recognize violations
- Report promptly and appropriately
- Follow district protocols and support all students



# Questions and Contact Information

- Contact Cristy Miller or Kim Dillon with questions
- Keep communication professional and confidential
- Thank you for your commitment to equity and safety