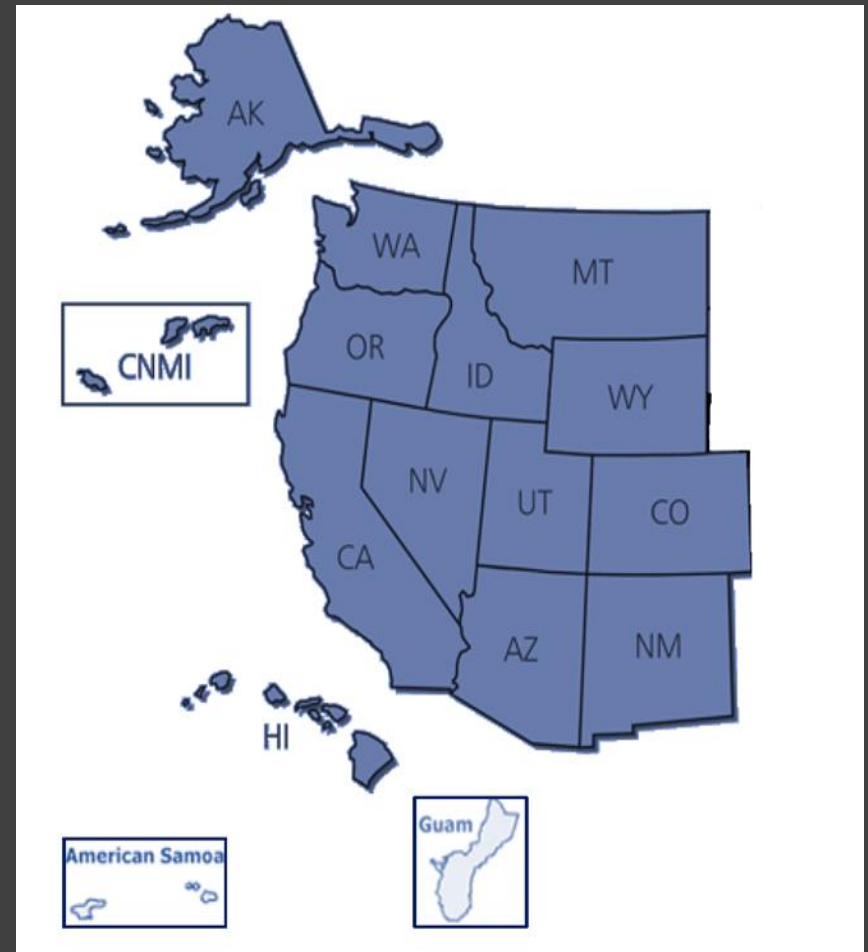


An Overview of the New Title IX Regulations, Sexual Harassment: What K-12 Educators Need to Know

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What is the WEEAC?

- One of 4 equity assistance centers in the country.
- The WEEAC works with K-12 schools, school districts, and state education departments at their request.
- The WEEAC provide training and technical assistance on educational issues related to race, sex, national origin, and religion.



Session Disclaimer

- ⑨ Information provided is an overview of the changes to the Title IX Regulations released May 19, 2020 in the Federal Register that K-12 educators need to know concerning sexual harassment, sexual assault, sexual violence and dating violence,
- ⑨ This is not legal advice as the presenters are not lawyers and you should consult with your school district's legal counsel as to how your district plans to implement the regulations.

Goals

- ⑨ To know what Title IX covers,
- ⑨ To know what the changes to the 2020 Title IX regulations are for sexual harassment.



Title IX: 37 Words

"**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 educational program or activity receiving Federal financial assistance."



Title IX: The Law

- ⑨ Federal Civil Rights Law
- ⑨ New regulations compliance by August 14, 2020
- ⑨ ANY Federally funded education programs and activities
- ⑨ Prohibits discrimination on the basis of sex
- ⑨ Includes sexual harassment & sexual violence

Title IX: What the Law Covers

⑨ Admissions

⑨ Financial Assistance

⑨ Student Housing

⑨ Employment Practices

Title IX: What the Law Covers

- ⑨ Counseling
 - ⑨ Access to Courses/Programs
 - ⑨ Pregnant/Parenting Students
 - ⑨ Athletics
 - ⑨ Student Rules and Policies (discipline)
 - ⑨ Sexual Harassment & Sexual Violence
- ** Title IX does pre-empt conflicting state laws

Why the Changes to Title IX

- ⑨ Clarify sexual harassment as a form of sex discrimination.
- ⑨ Ensure fairness in due process proceedings between both parties.
- ⑨ Require the school to offer survivors supportive measures, to ensure educational access for both parties.

New Sexual Harassment Definition

- ⑨ **Quid pro quo harassment**, A school employee conditioning education benefits on participation in unwelcome sexual conduct.

Summary of Major Provisions of the Department of Education's Title IX Final Rule and Comparison to the NPRM 5/2020

New Sexual Harassment Definition

⑨ 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; or

Summary of Major Provisions of the Department of Education's Title IX Final Rule and Comparison to the NPRM 5/2020

New Sexual Harassment Definition

- ⑨ **Sexual assault** (as defined by Clery Act (34 CFR 668.46 (a)) including, dating violence, and domestic violence or stalking as defined in the Violence Against Women Act (VAWA).

Summary of Major Provisions of the Department of Education's Title IX Final Rule and Comparison to the NPRM 5/2020

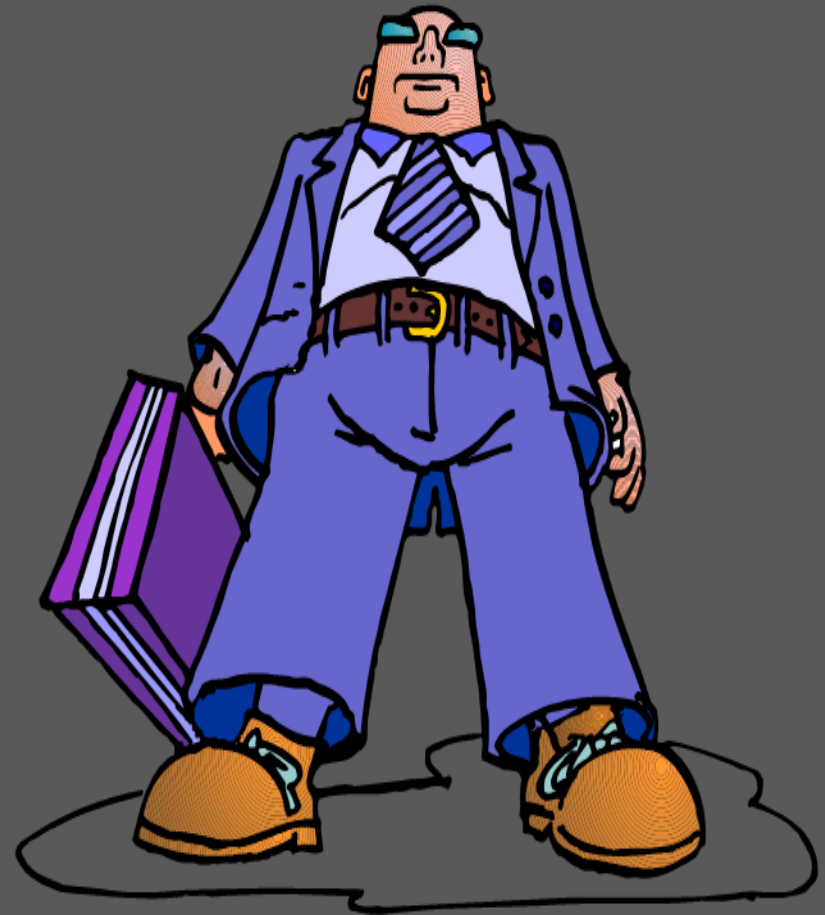
Sexual Harassment & Sexual Violence

It is not about

Sexual
Attraction

It is about

POWER



Where Does Title IX Apply?

Jurisdiction:

- ⑨ All programs and activities,
- ⑨ On and off campus,
- ⑨ Sponsored by educational agency.

Title IX applies to all

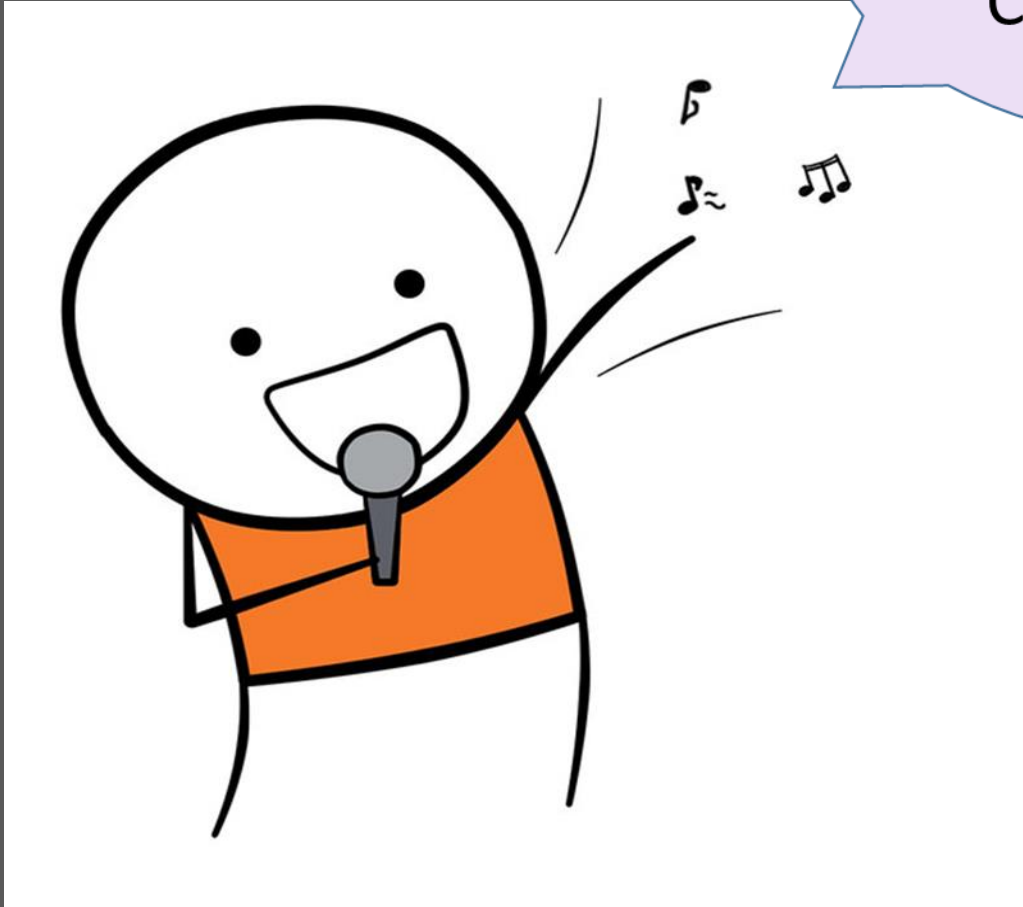
- ⑨ Complainant or a respondent,
 - ⑨ Students & Employees (from administrators on down)
 - ⑨ Third-parties
- ⑨ Contractors
 - ⑨ Vendors
 - ⑨ Volunteers
 - ⑨ Internship providers/mentors

**MAKE THESE PARTIES AWARE OF YOUR
TITLE IX POLICY!**

Requirements of Title IX

- ⑨ Appointment of Responsible Person(s)
 - ⑨ Self-Evaluation (good practice)
- ⑨ Notification of Non-Discrimination
 - ⑨ Development of Policy
 - ⑨ Grievance Procedure

Who is your
Title IX
Coordinator?



Poll Question

- ⑨ Do you know who is listed as your State or District Title IX Coordinator?
- ⑨ Yes
- ⑨ No

Title IX Coordinator: What the new regulations require

- ⑨ **Designate** an employee,
- ⑨ **Prominently post** contact information, websites and student / parent handbooks, employment applications
- ⑨ Includes the Title IX **Coordinator's name**, e-mail, phone, office location
- ⑨ How to file a **complaint** even during non-working hours



To Train on the New Regulations



- Investigators
- Administrators & decision makers
- Counselors/Social Workers
- Teachers/Paras
- Students
- Support staff
- Transportation
- Food Service
- Custodial
- Volunteers and Vendors

Training Basics

- ⑨ **Grievance** policies and procedures(§106.45)
- ⑨ Filing a **complaint**
- ⑨ Formal and informal **investigations**
- ⑨ Specific training on **sexual harassment**,
- ⑨ **Sexual assault**, dating violence and domestic violence (as defined by the Clery Act)
- ⑨ **Training materials** need to be posted on websites.



A Grievance Policy Can Cover Many:

- ⑨ Sex (Title IX)
- ⑨ Race
- ⑨ National Origin
- ⑨ Religion
- ⑨ Disability
- ⑨ Age
- ⑨ Harassment (race, gender, national origin, religion, disability)
- ⑨ Sexual Orientation



Once you needed 1 now you need 2

- ⑨ 1 for complaints of sexual harassment that measure up to the new definitions including sexual assault, sexual violence, dating violence, and domestic violence,
- ⑨ 1 for all other areas of Title IX sex discrimination,
- ⑨ New ones need to be in place by **August 14, 2020**

Grievance Procedure Training

- ⑨ New **definition** of sexual harassment 106.30,
- ⑨ Scope of the educational **programs and activities**,
- ⑨ **How to** conduct an investigation, grievance process hearing, appeals, and informal resolution,
- ⑨ **Documentation**,
- ⑨ How to be impartial, **avoid prejudice** of facts or people, avoid conflict of interest and to be unbiased,
- ⑨ To **use technology** in a live hearing.



Sexual Harassment Procedures

- ⑨ Training of TIX C, investigators, decision makers, (no conflict of interest),
- ⑨ Supportive measures
- ⑨ How parties will be treated equitably,
- ⑨ Presumption of innocence,
- ⑨ Prompt timeframe,
- ⑨ Objective evaluation of evidence,
- ⑨ Possible sanctions,
- ⑨ Standard of evidence used (preponderance of evidence or clear and convincing evidence)
- ⑨ Right to appeal,

Deliberate Indifference

- ⑨ A school must **respond promptly** to Title IX sexual harassment in a manner that is not **deliberately indifferent** § 106.44(a) *is evaluated by district's response to "actual knowledge" if sexual harassment with or without a formal complaint.*

Summary of Major Provisions of the Department of Education's Title IX Final Rule and Comparison to the NPRM 5/2020

Basic Procedural Rights

- ⑨ Prompt, equitable and unbiased,
- ⑨ Timelines,
- ⑨ Right to Representation (advisor & parent(s)),
- ⑨ Access to records,
- ⑨ Impartial decision makers (not the TIX C or investigators),
- ⑨ Right to appeal,
- ⑨ Confidentiality (not a guarantee, FERPA),
- ⑨ **Protections from harassment and retaliation**

Initiation of a Grievance or Complaint

- ⑨ Actual Notice aka **Actual Knowledge**,
- ⑨ Once **signed** by the Title IX Coordinator,
- ⑨ Thorough, impartial and **unbiased**,
- ⑨ Shift from interim measures to **supportive measures** for both sides,
- ⑨ Need enough **evidence** to determine if there is a violation of the law occurred

Process Summary

- ⑨ Title IX C. receives complaint, signs complaint,
(assemble your investigation team)
- ⑨ **Inform** both parties & supportive measures,
- ⑨ Statement, respondent **not responsible** for
alleged conduct
- ⑨ Right to an **advisor**,
- ⑨ **False statements**,

Process Summary Continued: continued

- ⑨ **Informal** process,
- ⑨ Opportunities to review evidence prior to completion of investigation (10 days),
- ⑨ Write report, send to each party,
- ⑨ Another 10 day review prior to determination (or hearing)
- ⑨ Determination &/or **dismissal**, right to **appeal**
- ⑨ **Remedies**

Written Reports and Determination

⑨ Written Report §106.45 (5)(vii)

⑨ **Determination** §106.45 (7)

- ⑨ Identification of allegations that constitute sexual harassment as defined by § 106.30,
- ⑨ Procedural steps, from filing complaint to determination,
- ⑨ Findings supporting determination,
- ⑨ Conclusions and statements of rationale for the determination of each allegation regarding responsibility,
- ⑨ How to file a appeal §106.45 (8)(i)

Provisions for Dismissal

- ⑨ Allegations did not constitute sexual harassment (using new definition),
- ⑨ Alleged conduct did not occur within the district's educational program or activity,
- ⑨ The conduct did not occur in the United States.

Retaliation §106.71

Retaliation is specifically **prohibited** by the Final Rule

...may not intimidate, threaten, coerce, or discriminate against an individual for the purpose of interfering with their Title IX rights or because the individual filed a complaint, testified, participated, or refused to participate in a Title IX proceeding....

Appeals § 106.45(b)(8),

- ⑨ Must offer appeal process based on:
 - ⑨ Procedural **irregularities** that affected the outcome,
 - ⑨ **New evidence** not previously available,
 - ⑨ Title IX Coordinator, investigator or decision maker had a **conflict of interest or bias** that affected the outcome

Informal Resolution § 106.45(b)(9),

- ⑨ Informal resolutions options may only be initiated after a formal complaint has been filed.
- ⑨ Voluntary consent of both parties in writing
- ⑨ Can be withdrawn

Non-Compliance

- ⑨ A recipient is **NOT** in compliance with the requirements of Title IX if it does not have both a policy and a grievance procedure in place, regardless of whether or not discrimination has occurred.
- ⑨ We cannot stress the importance of having both up-to-date grievance procedures and policies of non-discrimination. Both of these must be widely publicized to students, parents, employees, community members and in manner and language they can understand.

Poll Question

⑨ With the new Title IX regulations going into effect on August 14, 2020, Which is the most important thing to do first?

1. Revisit and revise Policies and Procedures, get Board approval, and publish them.
2. Train Title IX Coordinators, Investigators, Decision-Makers, and Appeal Officers.
3. Train staff on how to implement the overhauled policies and procedures.
4. Post training materials.
5. Publish who the Title IX Coordinator is along with procedures for filing complaints.
6. Take interim steps to address all of the above.

To Do Before August 14, 2020

⑨ Know the new regulations (over 500 pages)

<https://www.federalregister.gov/documents/2020/05/19/2020-10512/nondiscrimination-on-the-basis-of-sex-in-education-programs-or-activities-receiving-federal>

⑨ Train everyone!

⑨ Revise and update your policies and procedures,

⑨ Make all your training material available, post on website and seek permission if you did not develop the material used in training



Title IX Compliance Checklists

⑨ Checklist for Evaluating Policy

⑨ Checklist for Evaluating the Content of Grievance Procedures

⑨ Checklist for Conducting Formal Investigations

⑨ Checklist for Implementing Informal Resolutions

Checklist for Evaluating Policy

- ⑨ **Content of the New Title IX Policy**
- ⑨ **Dissemination of the New Title IX Policy**
- ⑨ **Training of Staff for Implementation of the New Title IX Policy**
- ⑨ **Implementation of the New Title IX Policy**
- ⑨ **Action Steps**

Checklist for Evaluating the Content of Grievance Procedures

- ⑨ **Initiation and Filing of a Complaint**
- ⑨ **Processing the Grievance**
- ⑨ **Procedural Rights: Post Determination and Appeals**

Checklist for Conducting Formal Investigations

- ⑨ Training of Investigators
- ⑨ Initiation of a Formal Investigation
- ⑨ Reporting Requirements
- ⑨ Retaining Documentation

Checklist for Implementing Informal Resolutions

⑨ Appropriateness of the Informal Resolution Process

⑨ Requirements for Use of the Informal Resolution Process

References Used

Federal Register, vol 85, no. 97, Tuesday May 19, 2020, Rules and Regulations

<https://www.federalregister.gov/documents/2020/05/19/2020-10512/nondiscrimination-on-the-basis-of-sex-in-education-programs-or-activities-receiving-federal>

Summary of major provisions of the Department of Education's Title IX Final Rule

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ATIXA R3 Resources: Summary of 2020 Title IX Regulations and Quick Tips

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