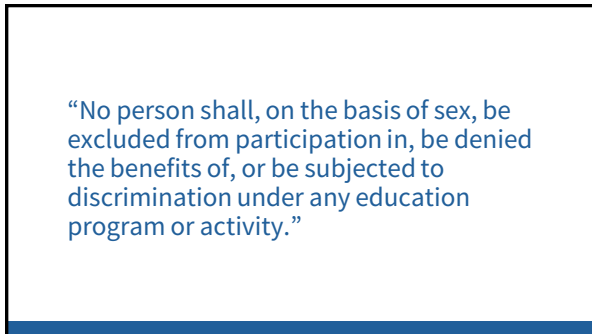


Name: _____

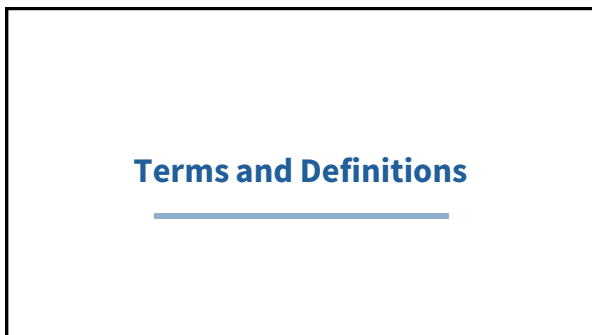
Date: _____



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Name: _____

Date: _____

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|---|--------------------|
| | |
|  | Complainant |
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|---|-------------------|
| | |
|  | Respondent |
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|---|-----------------------|
| | |
|  | Discrimination |
| | |

6

Name: _____


Date: _____

...discrimination based on sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, or gender identity.

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 **Sex Characteristics**


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 **Sex Stereotypes**


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Name: _____


Date: _____

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|  Pregnancy or Related Conditions |
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|  Sexual Orientation |
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|  Gender Identity |
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“Quid Pro Quo” Harassment

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Hostile Environment Harassment

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1. The degree to which the conduct affected the complainant’s ability to access school or school-related activities;
2. The type, frequency, and duration of the conduct;
3. The parties’ ages, roles within the district, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct; *(There is likely a difference between a PreK student who pulls down her pants and a high school girl who does the same thing.)*
4. The location of the conduct and the context in which the conduct occurred; Title IX addresses conduct at school, at off school functions and activities, on school transportation, and that effect the school environment, such as cyberbullying which may also be sex discrimination; and
5. Other sex-based harassment in the school district.

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Name: _____

Date: _____

 **Specific Offenses**

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Reporting Requirements

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Roles in the Process

18

Name: _____

Date: _____

1. The complainant's request not to proceed with initiation of a complaint;
2. The complainant's reasonable safety concerns regarding initiation of a complaint;
3. The risk that additional acts of sex discrimination would occur if a complaint is not initiated;
4. The severity of the alleged sex discrimination, including whether the discrimination, if established, would require the removal of a respondent from campus or imposition of another disciplinary sanction to end the discrimination and prevent its recurrence;

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5. The age and relationship of the parties, including whether the respondent is an employee of the district;
6. The scope of the alleged sex discrimination, including information suggesting a pattern, ongoing sex discrimination, or sex discrimination alleged to have impacted multiple individuals;
7. The availability of evidence to assist a decisionmaker in determining whether sex discrimination occurred; and
8. Whether the district could end the alleged sex discrimination and prevent its recurrence without initiating its grievance procedures.


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- i. The district is unable to identify the respondent after taking reasonable steps to do so;
- ii. The respondent is not enrolled at the district and is not employed by the district;
- iii. The complainant voluntarily withdraws any or all of the allegations in the complaint, you as the Title IX Coordinator decline to initiate a complaint, and the district determines that, without the complainant's withdrawn allegations, the conduct alleged in the complaint would not constitute sex discrimination under Title IX even if proven; or
- iv. The district determines the conduct alleged in the complaint, even if proven, would not constitute sex discrimination under Title IX.

21

Name: _____

Date: _____

 **Supportive Measures**

22

The Title IX Grievance Procedure

23

Informal Resolution Process


24

Name: _____


Date: _____

Investigating and Evidence

25

 **Relevant Evidence**

26

 **Impermissible Evidence**

27

1. Evidence that is protected under a privilege as recognized by Federal or State law or evidence provided to a confidential employee, unless the person to whom the privilege or confidentiality is owed has voluntarily waived the privilege or confidentiality;
2. A party's or witness's records that are made or maintained by a physician, psychologist, or other recognized professional or paraprofessional in connection with the provision of treatment to the party or witness, unless the district obtains that party's or witness's voluntary, written consent for use in the grievance procedure; and
3. Evidence that relates to the complainant's sexual interests or prior sexual conduct, unless evidence about the complainant's prior sexual conduct is offered to prove that someone other than the respondent committed the alleged conduct or is evidence about specific incidents of the complainant's prior sexual conduct with the respondent that is offered to prove consent to the alleged sex-based harassment.

28

Decision-Making and Appeals

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1. The allegations that constitute sex discrimination;
2. A description of the procedural steps taken since the initiation of the Complaint through the Decision, including notifications, interviews with the parties and witnesses, site visits, methods used to gather other evidence;
3. Findings of Fact;
4. Conclusions regarding the application of the District's Code of Conduct to the facts;

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5. A statement of and the rationale for the results of each allegation, including a determination of responsibility;

6. Any disciplinary sanctions imposed on the Respondent;

7. A statement whether remedies to the Complainant have been designed to restore or preserve equal access to the District's education program or activity; and

8. Information about the ability of the parties to appeal the decision.

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1. A procedural irregularity occurred that would change the outcome of the matter;

2. New evidence that was not reasonably available at the time of the decision that would change the outcome; or

3. The Title IX Coordinator, Investigator(s), or Decision Maker had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that would change the outcome of the matter.

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Recordkeeping

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Name: _____

Date: _____

**Congratulations on completing the
Title IX Coordinator Training video!**



If you have questions, please contact your district's Title IX Coordinator or legal counsel.

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