



Title IX: Continued Training

Training for Administrators
2021-2022

First Year of Implementation of New Title IX Regs

- Created an updated Title IX Policy
- Engaged in training of administration, management team, investigators, counselors, and all staff
- Addressed notice of sexual harassment from school staff
- Developed and utilized letters to communicate notice to parents/guardians/students and to conclude cases
- Collaborated among staff to implement supportive measures
- Worked with our legal team on how to address different cases



What Did We Learn?

- No two cases are the same
- Clear and detailed documentation is necessary
- Communication and collaboration is vital for prompt addressing of notice of actual knowledge with all parties
- Multiple staff members will be involved in implementing supportive measures
- Cases fall into multiple buckets
 - Multiple buckets can be addressed simultaneously



Focus of This Training

- Identify various buckets of which a situation may fall, including Title IX
- Steps to improve communication and collaboration among staff at the Notice Stage of the Title IX process



Scenario

Perspective #1

An incident is reported by a student that constitutes actual knowledge of harassment.

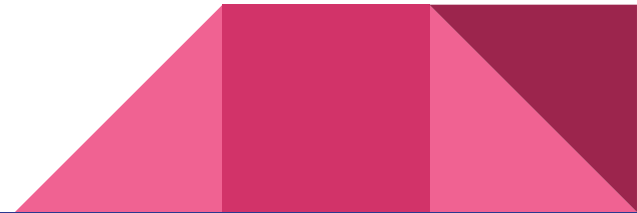
The student shares that another student in her class made a sexually suggestive comment towards her. The student shares that the comment was not the first time the comment was made, but that this student has also sent her direct messages through social media of the same nature. In the statement, the student notes that she thinks her teacher heard the comment by the other student, but did not address the student's behavior. The student feels uncomfortable when around this student, including in the class they share and at lunch, and is hesitant to use her social media due to the continued messaging she receives from this student.



Scenario

Perspective #2

This scenario illustrates how an incident can fall into multiple BUCKETS.



Various BUCKETS

- Student/Staff Safety?
- Bullying?
- Conduct?
- Personnel Concern?
- Title IX?



Duty-Based Analysis


- All issues
 - Do I know enough about this situation? Do I need more facts or information?
 - To whom do I owe a duty?
 - Student
 - Broader student body
 - Parent/guardian
 - Employee
 - Supervisor
 - Does this situation involve actual knowledge of sexual harassment?
- Answer both questions when addressed with a situation on how to proceed



After receiving this actual knowledge, what should happen next?



Notice Stage: Collaboration and Communication


- Contact the Title IX Coordinator
 - Continue to gather information from student/staff/guardian for Title IX Coordinator
 - What was the nature of the comments?
 - Did the staff member hear this comment or other comments like this?
 - What other interactions have the students had with one another?
 - Meet with parties involved to determine course of action
 - Title IX Coordinator
 - Associate Dean
 - Counselors (supportive measures)
 - Other specialists (if necessary)
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Notice Stage: Collaboration and Communication

- Title IX Coordinator will document and communicate notice to parents/guardians/students, if it involves sexual harassment
- If not Title IX, can address other BUCKETS
 - No formal complaint is filed
 - Formal complaint is dismissed
 - Investigation is concluded



What Is Next?

- Continued training of staff
 - How will we train students?
 - Continued training of investigators, Title IX coordinators/decision maker
 - Formulation of documents for note taking procedures and letters to respondents/complainants
 - Review/reflect on Title IX process
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Questions to Address?