



TITLE IX Employee Training

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Title IX Coordinator

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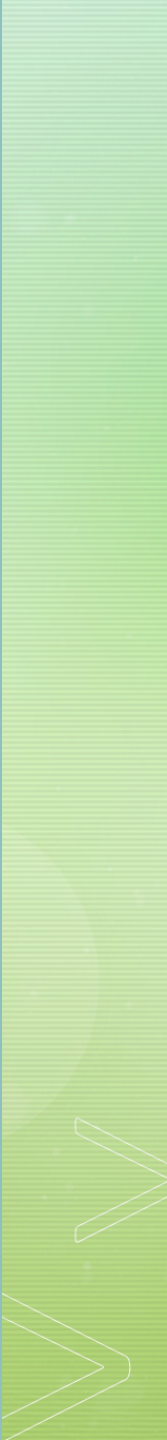
Room #9 at SAU 8 Central Office

Room #3003 at Concord High School





TITLE IX Coordinator role includes prevention and response to:

- Discrimination
 - Harassment
 - Sexual violence
 - Bullying & cyberbullying
 - Stalking
 - Retaliation
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TITLE IX Coordinator Duties and Responsibilities

- Training & awareness
- Collaboration & reporting
- Point person for complaints
- Oversight and coordination of prompt, equitable grievance procedures
- Compliance auditor
- 504 disability compliance oversight
- Athletics gender equity
- Record keeping



Title IX states, “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefit of, or be subjected to discrimination under any educational program or activity receiving federal financial assistance.”

Under New Hampshire law and Concord School Board Policies #412 and #571, no person shall be excluded from, denied the benefit of, or be subjected to discrimination in the District's public schools because of their age, sex, gender identity, economic status, sexual orientation, race, color, marital status, disability, religion or national origin in its educational programs, activities and services, or employment practices.



Educational Program or Activity includes

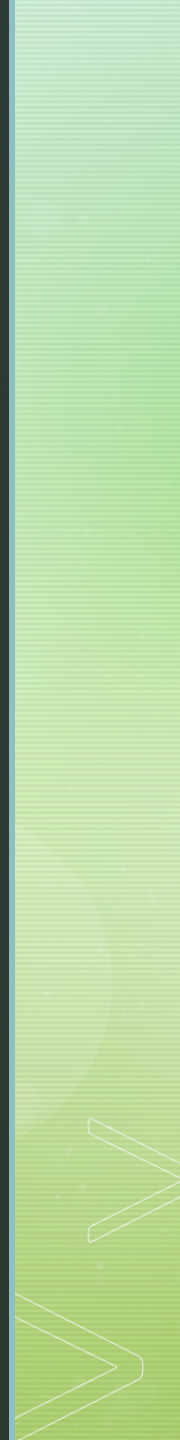
- Academics
- Extra-curricular activities
- Athletic programs
- School-related events, activities, or programs
- Locations
- Applicability



Sexual Harassment = Discrimination

Defined as:

Unwelcome conduct of a sexual nature that denies or limits a student's ability to participate in or receive benefits, services, or opportunities in the school's program. Sexually harassing behavior includes one or more of the following:





- A school employee conditioning educational benefits on participation in unwelcome sexual conduct (quid pro quo)
- Unwelcome sex-based conduct that a reasonable person would determine is so severe, pervasive, and objectively offensive that it denies a person equal access to educational programs, activities, or employment (hostile environment)
- Any instance of sexual assault that includes dating violence, domestic violence, and stalking



Sexual harassment can be carried out by:

- Employees
- Students
- Third parties (i.e. volunteers)



Reporting

- Any person *may* report sexual discrimination or harassment
- Report by mail, telephone, email, text, in-person or anonymously
- Day or night
- During school, or outside school hours



Content of the report:

- Your name and contact information
- Name of the alleged victim
- Name of alleged wrongdoer
- Witnesses
- Date, location, and description of the incident



Responsible Employee:

Any employee of an elementary or secondary school

That means YOU!

Do not make a promise to the alleged victim that you won't report

Mandatory reporting is required within 24 hours to the:

- Principal
- Superintendent, if allegations involve the Principal
- Title IX Coordinator
- Division of Children, Youth and Families (DCYF) where there is suspicion of abuse or neglect

Only share information with those with a “need to know”

Actual knowledge

Written, verbal, or anonymous notice of allegations of sexual harassment to any employee of an elementary or secondary school, to the Title IX Coordinator, or to any District employee. Actual knowledge triggers a *mandatory* response from the school

*Deliberate indifference standard and possible sanctions



Initial response to a report of Discrimination or sexual harassment

- Title IX Coordinator will reach out and meet with the alleged complainant
- Discussion of support measures
- Explanation of formal and informal grievance procedures
- Management of alleged victim's expectations
- Discussion regarding retaliation





Formal Complaint

A signed complaint by the complainant, parent or guardian, or the Title IX Coordinator alleging sexual discrimination or harassment against a respondent employed or served by the District, requesting an investigation into the allegation(s).



Formal Complaint Resolution

- Includes a thorough, reliable, and impartial investigation
- By a trained, unbiased investigator
- Due process rights afforded to all parties
- Objective evaluation of all relevant evidence
- A written investigative report
- Finding of responsibility using a preponderance of the evidence standard by a decision-maker
- Appeal

Informal Complaint Resolution

- A formal complaint is still required with notice of all allegations
- There is no formal investigation
- Both parties give voluntary, informed written consent
- Behavior addressed through mediation, phone call, letter, or informal steps
- May be withdrawn by either party before agreeing to a resolution
- Complainant cannot later file a formal complaint for the same allegations

** Not available where allegations allege sexual harassment by an employee against a student*

Alternative Process

- Where student or employee does not wish to file a formal complaint
- Assistance in addressing the problem with the individual whose behavior is in question
- Use of the Code of Conduct
- Education, counseling, and/or a Performance Improvement Plan, with documentation in the employee's permanent personnel file
- Imposing sanctions for inappropriate conduct in consultation with Human Resources

Retaliation:

Any adverse action taken against a person for making a good-faith report of prohibited conduct or participating in an investigation.

Retaliation includes:

- Threatening, intimidating, harassing, coercing, or other conduct which would discourage a reasonable person from exercising a right under Title IX.

Notify the Title IX Coordinator

Wrap Up

The safety and welfare of students and employees is a priority!

If you see something, *say something*

Open door policy to speak with me in person or by phone at (603) 406-1307