

TITLE IX IN K12 SCHOOLS: DISCERNING
HARASSMENT AND DISCRIMINATION FROM
CULTURAL AND AGE APPROPRIATE BEHAVIORS



EquiLearn Virtual Roundtable
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August 24, 2017

AGENDA

Welcome

Roundtable Discussion

Review Resources and Wrap Up

COMMITMENTS

Stay engaged

Experience discomfort

Speak your truth

Expect and accept non-closure

(Singleton & Linton, p. 18 , 2006)

WELCOME TO EQUILEARN VIRTUAL ROUNDTABLE



This virtual roundtable is interactive
- join the discussion live via the chat
feature

To reduce noise distractions,
participants' microphones are asked
to be muted when not speaking



A recording of this virtual roundtable
and materials will be posted to
greatlakesequity.org

TODAY'S FACILITATORS



Hollie Mackey, PhD

Associate Professor
University of Oklahoma

Guest Speaker



Tiffany Kyser, PhD

Associate Director of
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Host



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Instructional and Graphic Designer
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Technical Director



Nick Pearce, MA

Graduate Assistant
Midwest & Plains Equity Assistance Center

**Assistant Technical
Director**

OBJECTIVES



Understand and Identify key components of Title IX in the K12 Context.



Assess potential differences between culturally appropriate behaviors and potential violations of Title IX student-on-student sexual harassment or sexual violence.



Discuss policies and procedures that address age and culturally appropriate behaviors.

TITLE IX IN THE K12 CONTEXT

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 education program or activity receiving Federal financial assistance.

Title IX of the Educational Amendments of 1972

OBLIGATIONS UNDER TITLE IX



Take immediate and appropriate action to investigate or determine what occurred. The district is responsible once a school knows or reasonably should know of possible sexual violence.



If sexual violence occurred, take prompt and effective steps to end the sexual violence, prevent its recurrence and address its effects.



Take the appropriate steps to protect complainant, even prior to the final outcome of the investigation, and offer services to respondent to ensure equitable outcome.

STUDENT-ON-STUDENT SEXUAL HARASSMENT

Student-on-Student sexual harassment including sexual violence and sexual stereotyping. Sex Discrimination including sexual harassment and gender-based harassment.

Title IX Applies to any grievance or student disciplinary procedure where sexual harassment/sexual violence will be at issue.

K12 environment is complicated: various ages, demographics, and developmental stages (and complex intersections in and among those)

POLICY, TRAINING, AND REPORTING REQUIREMENTS

Develop District Policies and Procedures

Training for Educators, Potential Witnesses, Students, and Families

Title IX Responsible Employee and Mandatory Reporter (state law)

IMPLEMENTATION CHALLENGES IN K12

Diverse Ages and Backgrounds of Students

Politically Contested Content

Scheduling and Other Accountability Constraints



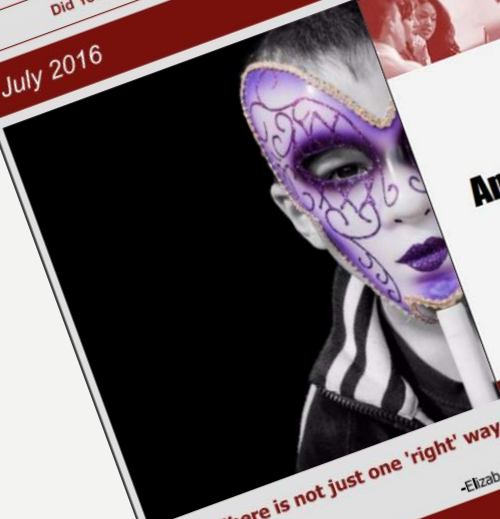
Equity Dispatch

Expanding the Conversation on Gender Equity

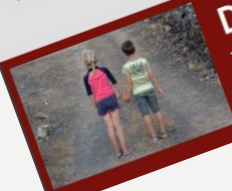


Did You Know? | Why It Matters | For Equity Now

July 2016



"...[T]here is not just one 'right' way to...
-Elizabeth



Did You Know
Traditional Gender

Anti-Harassment Policy Review Tool



Created by:
Great Lakes Equity Center

July 2016

CREATING SAFE AND INCLUSIVE SCHOOLS: A FRAMEWORK FOR SELF-ASSESSMENT

Created by:
Great Lakes Equity Center

May 2015



REFERENCES

Not Alone. (2014). A first report of the White House Task Force to Protect Students from Sexual Assault. Washington, DC: Author.

Salko, H. A. (2015). Title IX and sexual harassment in K12 schools: Key steps to compliance. Retrieved from <https://www.ue.org/uploadedFiles/Title%20IX%20and%20Sexual%20Harassment%20in%20K-12%20Public%20Schools.pdf>

Title IX of the Educational Amendments of 1972, 20 U.S.C. §§ 1681–1688

U.S. Department of Education. (2011). Dear colleague letter. Washington, DC: author.

U.S. Department of Education. (2014). Questions and Answers on Title IX and Sexual Violence. Washington, DC: Author.

THANK YOU FOR YOUR PARTICIPATION!

PLEASE PROVIDE YOUR FEEDBACK

Post-Session Questionnaire

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