

# Title IX Training for School Staff

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Understanding Roles and Responsibilities

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PUBLIC SCHOOLS



# Welcome and Overview



## Training Objectives:

- Introduce Title IX and explain its significance in schools.
- Detail the responsibilities of staff members under Title IX.
- Provide tools to help staff identify, report, and prevent sex-based discrimination and harassment.

## Why This Matters:

- Title IX protects students and staff from discrimination based on sex and gender. As mandated reporters, staff play a crucial role in ensuring a safe, inclusive school environment.



# What is Title IX?

- **Definition of Title IX:**
  - Title IX is a federal law passed in 1972 that prohibits discrimination based on sex in any educational program or activity that receives federal funding.
- **Key Points:**
  - **Scope:** Applies to K-12 schools, colleges, and universities, including athletics, admissions, hiring practices, and extracurricular activities.
  - **Enforcement:** Currently as of June 2025, managed by the U.S. Department of Education's Office for Civil Rights (OCR).
  - **Protections:** Gender equality in academics, sports, employment, and protection from sexual harassment and violence.
- **Title IX in Action:**
  - **Academic:** Equal treatment in class participation and access to resources.
  - **Athletics:** Equal opportunity for participation, scholarships, and facilities.
  - **Harassment:** Schools must prevent and address sexual harassment, sexual assault, and gender-based harassment.



# The History and Evolution of Title IX

- **Key Milestones:**
  - **1972:** Title IX is signed into law by President Richard Nixon.
  - **1975:** Regulations for Title IX's implementation are released by the Department of Health, Education, and Welfare (HEW).
  - **1980s-1990s:** Increased focus on gender equity in sports and campus environments.
  - **2000s:** Title IX expanded to include protection from sexual harassment and assault.
  - **2020:** The Department of Education issued new rules regarding sexual harassment, clarifying procedures for investigations and providing due process protections for accused individuals.
- **Impact:**
  - **Sports:** Dramatic increase in opportunities for women in sports since Title IX's passage.
  - **Discrimination Cases:** Establishment of legal precedents protecting students from all forms of sex-based discrimination.



# Staff Responsibilities Under Title IX

- **Role of School Staff:**
  - All staff (teachers, administrators, coaches, and support staff) must work to prevent discrimination and ensure an equal, inclusive environment for all students.
- **Key Staff Responsibilities:**
  - **Duty to Report:** Report any form of sex-based discrimination, harassment, or assault to the Title IX Coordinator.
  - **Promote Awareness:** Help educate students and colleagues about Title IX policies, ensuring everyone understands their rights and responsibilities.
  - **Respond Appropriately:** Address complaints of harassment or discrimination promptly and in a sensitive, non-retaliatory manner.
  - **Ensure Non-Retaliation:** Prevent retaliation against those who report discrimination, harassment, or violations.



# Recognizing and Understanding Sex-Based Discrimination

- **What Is Discrimination Based on Sex?**
  - **Definition:** Treating someone unfairly or unequally because of their sex, gender, gender identity, or sexual orientation.
- **Examples in Schools:**
  - **Gender Stereotypes:** Assigning roles or expectations based on gender (e.g., assuming boys should play sports and girls should focus on arts).
  - **Unequal Treatment in Academics:** Giving male students more opportunities in STEM fields while steering females into humanities or arts.
  - **Exclusion from Activities:** Disallowing or discouraging students from participating in certain activities or clubs because of their gender.
- **Why It Matters:**
  - Discrimination harms students' self-esteem and can limit their academic and personal growth. Title IX ensures that all students have equal opportunities regardless of gender.



# Understanding Sexual Harassment

- **Sexual Harassment Defined:**

- Any unwelcome conduct of a sexual nature, whether physical, verbal, or visual, that creates an intimidating, hostile, or offensive educational environment.

- **Types of Sexual Harassment:**

- **Quid Pro Quo Harassment:** When a person in authority offers or threatens academic or other benefits in exchange for sexual favors.
- **Hostile Environment Harassment:** Behavior (including verbal, physical, or visual conduct) that interferes with a student's ability to participate in or benefit from an educational program or activity.

- **Examples of Sexual Harassment:**

- **Verbal:** Making inappropriate sexual comments, jokes, or sexual propositions.
- **Physical:** Unwelcome touching, groping, or other physical advances.
- **Visual:** Displaying explicit images, gestures, or sexually suggestive objects.



# Reporting Requirements for School Staff

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- **Staff Duty to Report:**
  - All school staff must report any suspected or known incidents of sex-based discrimination, harassment, or sexual assault.
- **What to Report:**
  - **Sexual Harassment or Assault:** Any behavior that meets the definition of sexual harassment or assault.
  - **Gender-Based Discrimination:** Unequal treatment or exclusion based on gender.
- **Where to Report:**
  - Reports should be made to the **Title IX Coordinator** or designated administrator who is responsible for handling Title IX complaints.
- **Timeliness:**
  - Title IX requires that reports be acted upon promptly, typically within **24-48 hours** of learning about a potential violation.





# Role of the Title IX Coordinator

- **Key Responsibilities of the Title IX Coordinator:**
  - **Monitor Compliance:** Ensure the school is following Title IX regulations.
  - **Investigate Complaints:** Oversee investigations into complaints of sex-based discrimination or harassment.
  - **Provide Support:** Offer resources and accommodations for affected students (e.g., academic adjustments, counseling, no-contact orders).
  - **Education and Training:** Conduct regular Title IX training for students and staff.
  - **Contact Information:**
    - Ensure all staff know how to contact the Title IX Coordinator. It's crucial that staff report any incidents directly to them.



# Preventing Discrimination & Harassment

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- **Creating an Inclusive Environment:**
  - **Classroom Environment:** Teachers should create a safe, respectful, and inclusive classroom environment. Avoid gender bias in discussions and encourage equal participation.
  - **Gender-Neutral Language:** Use inclusive language in all communication. Avoid assumptions about students' gender or sexual orientation.
- **Promoting Equity in Sports:**
  - Ensure that both male and female students have equal opportunities to participate in sports. This includes access to scholarships, equipment, and facilities.
- **Encouraging Student Participation:**
  - Encourage students of all genders to participate in a variety of activities, whether academic, athletic, or extracurricular.



# Investigating Complaints

## Investigation Process:

**Prompt Action:** Investigations must begin promptly (usually within 10 business days of receiving a complaint).

**Impartiality:** The investigation must be neutral, ensuring fair treatment of both the complainant and the accused.

**Due Process:** The accused is entitled to due process protections, including being informed of the charges and given an opportunity to respond.



**Confidentiality:** While an investigation is ongoing, the details of the complaint should only be shared with those who need to know.




# Location Matters



## Educational Program New Regulations

Schools must address allegations of sexual harassment that occur in “the school’s education program or activity, against a person in the **United States.**”



Education program or activity is broadly defined to include locations, events, or circumstances over which the school exercises substantial control over both the respondent and the context in which the sexual harassment occurs.

**Examples:**

- School Sponsored trips
- Sporting Events
- School Dances
- Extracurricular



# Actual Knowledge



ALL employees are required to report in writing any allegations of sexual harassment to the school-based Title IX coordinator or district Title IX coordinator.

SLPS is obligated to respond when **ANY** school-based employee has knowledge of sexual harassment.



# Terms to Know



# Complainants and Respondents

**Complainant** an individual who is alleged to be the victim of conduct that may constitute sexual harassment.

**Respondent** an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.



# Employees Relations Notification

- When an employee is the **respondent**, the school principal shall immediately notify Employee Relations.





# Title IX Team

## District Title IX Coordinator

- Coordinate Compliance with Title IX Regulations

## School - Based Title IX Coordinator

- Coordinate compliance at assigned school

## School Based – Decision Maker

- Determines responsibility for all formal complaints
- Provides written determination to the parties
- **Can't be the same person as Title IX Coordinator or Investigator**



# Title IX Process



# St. Lucie Public Schools Proposed Policy

## Title IX Sexual Harassment Complaint and Investigation Procedures

[Link to Title IX School Board Policy 2266 Nondiscrimination](#)



# Mandatory Reporters



ALL K-12 employees  
are mandated Title IX  
Reporters



# Report of Sexual Harassment



Any victim may report sexual harassment.

A report can be made in person, by phone, mail, or email to the school-based Title IX Coordinator Or district Title IX Coordinator.

Complaint must be filed within **10** days after the alleged incident.



# Formal Title IX Process

1

Report of Sexual  
Harassment

2

Formal Complaint  
+  
Notice of Allegations

3

Investigation

4

Resolution

5

Appeal



# Formal Complaint

Investigation  
process  
conducted  
by Title IX  
Coordinator

Document	all Title IX complaints
Conduct	an investigation of formal complaints
Determine	supportive measures
Create	an investigative report that summarizes evidence



# Supportive Measures Must be Offered

Non-Disciplinary

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graph TD; A[Non-Disciplinary] --> B[Provided throughout the process]; B --> C[If support measures are not provided, Title IX Coordinator must document in the file];
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Provided throughout the process

If support measures are not provided, Title IX Coordinator must document in the file



# Responding to Complaints

- **Listen and Document:** Allow the complainant to express their concerns fully without interruption. Document everything said.
- **Respect Confidentiality:** Keep the details of the complaint confidential, but report to the Title IX Coordinator as required.
- **Refer to Title IX Coordinator:** Ensure the complaint is reported to the Title IX Coordinator immediately.
  - **Ensure Safety:** Address immediate safety concerns by offering interim measures (e.g., changing schedules or providing counseling).
- **Follow-Up:** Make sure the student receives appropriate support and accommodations throughout the process.



# School- Based Decision Maker



Issues a written determination that clearly outlines the rationale for findings.



# District Title IX Appellate Decision Maker

Either party has the right to appeal a determination regarding responsibility, and the district's dismissal of a formal complaint,.

The Title IX Appellate Decision Maker will serve impartially, review all evidence, and make a decision regarding the appeal.



# Reporting to Separate Entities

Does not remove St. Lucie Public Schools obligation to conduct a formal Title IX investigation.



# Law Enforcement Notification

If alleged sexual harassment might constitute a crime it shall be reported to law enforcement **immediately.**



# Department of Children and Families (DCF) Notification

If the alleged sexual harassment might constitute child abuse the matter shall **immediately** be reported to the Department of Children and Families.



# Florida Department of Children And Families Abuse Hotline

Any person who knows, or has reasonable cause to suspect, that a child is abused, abandoned, or neglected by a parent, legal custodian, caregiver, or other person responsible for the child's welfare is a **mandatory reporter**. § 39.201(1)(a), **Florida Statutes**.

**To report an allegation:**

**TEL: 1-800-962-2873**

**TTY: 711 or 1-800-955-8771**

To report an allegation in **Spanish or Creole**, please call **1-800-962-2873**, for TTY use **711 or 1-800-955-8771**. This toll free number is available 24 hours a day, 7 days a week with counselors waiting to assist you.

**Online Reporting(link below):**

<https://reportabuse.dcf.state.fl.us/Child/ChildForm.aspx>



**FLORIDA DEPARTMENT  
OF CHILDREN AND FAMILIES**  
MYFLFAMILIES.COM



# Training and Ongoing Education

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- **Regular Title IX Training:**
  - Staff should undergo **annual training** on Title IX regulations, updates, and best practices for addressing discrimination, harassment, and gender equality.
- **Ongoing Education:**
  - Stay informed about legal changes, the evolving definition of harassment, and best practices for preventing discrimination.
- **Creating a Title IX Culture:**
  - Encourage a school culture where students and staff feel comfortable speaking out against discrimination or harassment.





# Summary & Key Takeaways

- **Title IX is critical to ensuring that all students are treated equally, regardless of their sex or gender.**
- **Staff are key to promoting a safe, inclusive environment and upholding the principles of Title IX.**
- **Be proactive:** Recognize discrimination, report promptly, and respond to ensure all students are treated with respect.



# Contact Information



## **Student Related Title IX Concerns/Questions**

- Esther Rivera / Director of Student Services:  
772.429.4521

## **Staff-Related Title IX Concerns/Questions**

- Aaron Clements / Director of Employee Relations:  
772.429.7520

