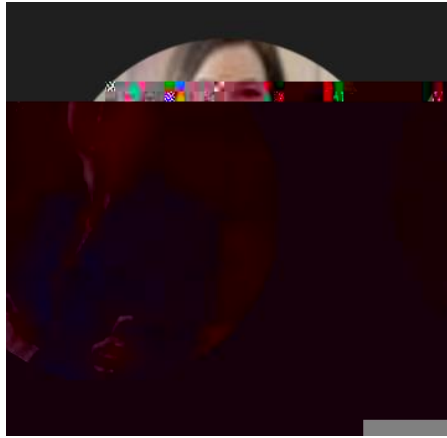


Title IX Training


HUMAN RESOURCES
and
SCHOOLS TEAM

September 23, 2022

Tri-Facilitators



★ JESSICA NEYMAN



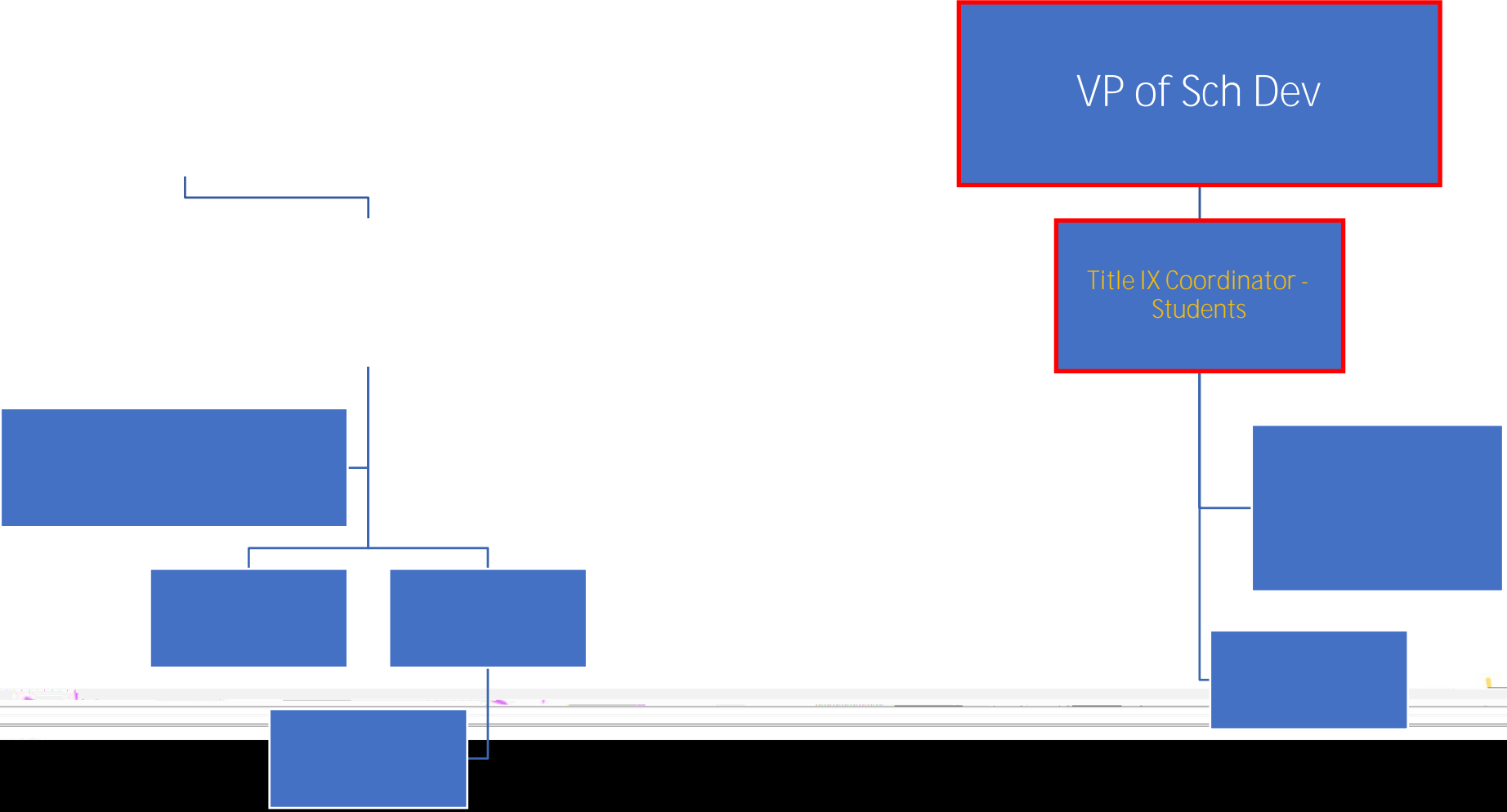
Dr. Richard Segovia
Director of Investigations
Human Resources



Aisha Gutierrez
Investigator
Resources

AG	Titles
	Human

Title IX Compliance Support Employees & Scholars



Objectives

Principals & Managers will be able to:

Title IX Overview

IDEA's Title IX Statement of Nondiscrimination:

Title IX Overview

Definition of Sexual Harassment at IDEA:

“Sexual harassment” means conduct on the basis of sex that satisfies one or more of the following:

1. An employee of IDEA **conditioning the provision of** an aid, benefit, or service of IDEA **unwelcome sexual conduct;**
2. Unwelcome conduct determined by a reasonable person to be **so severe, pervasive, and objectively offensive** that it effectively **denies a person equal access** education program or activity; or
3. **“Sexual assault”** as defined in 20 U.S.C. 1091(f)(6)(A)(v); **“dating violence”** as defined in 34 U.S.C. 12291(a)(10); **“domestic violence”** as defined in 34 U.S.C. 12291(a)(8); or **“stalking”** as defined in 34 U.S.C. 12291(a)(30).

CFU:

#1

Title IX Overview

Definition of Sexual Harassment at IDEA:

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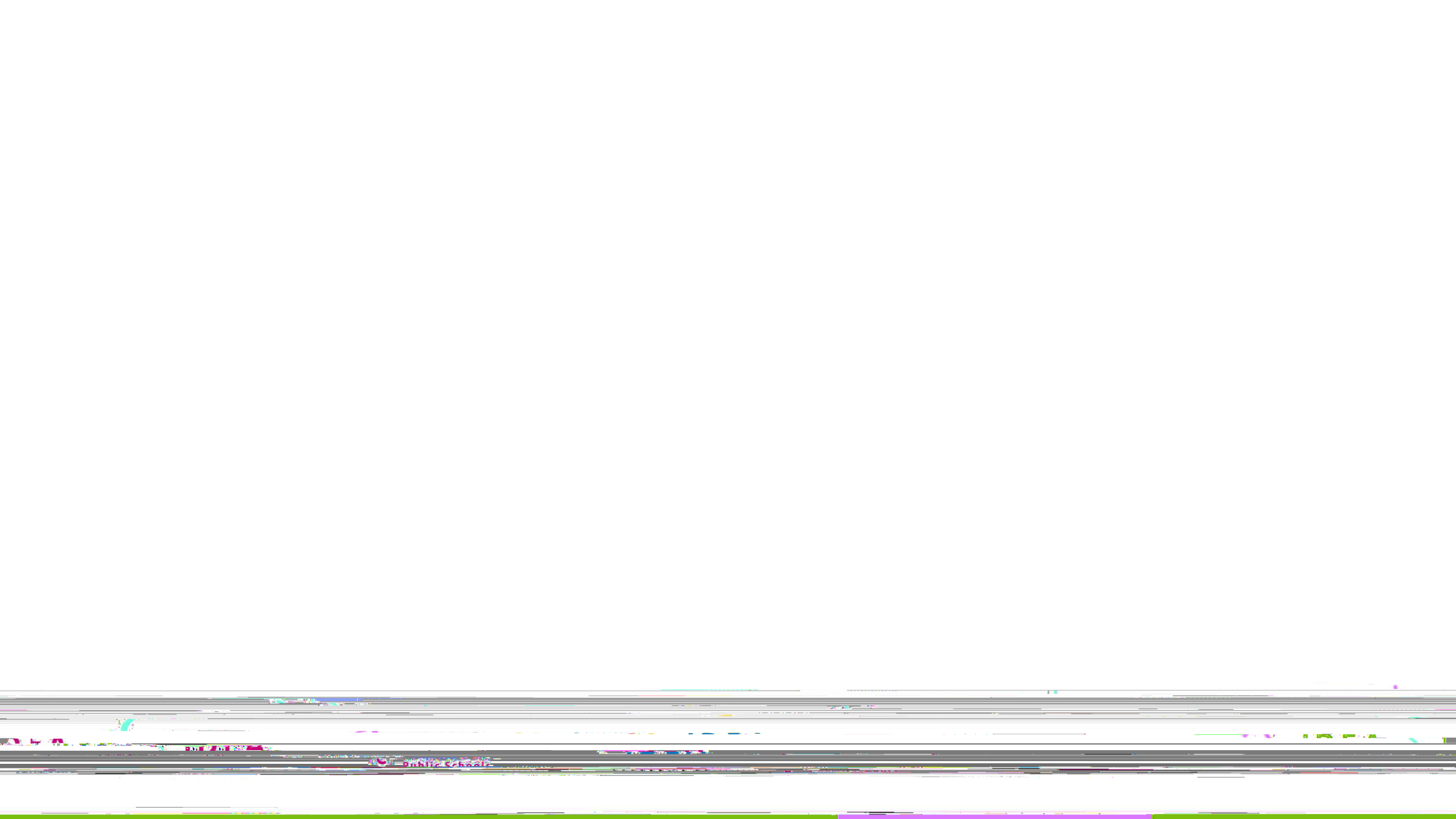
1. **An employee of IDEA**

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Criteria for Title IX Sexual Harassment

Does it meet the definition of Sexual Harassment under Title IX?	
_____	_____
	severe, pervasive, _____ objectively offensive
	Did it happen at school or a school related event or activity? Within "Scope of Educational Program or Activities"

Roles to be Familiar With

... Roles cont. – Appeals Process

Decision-maker

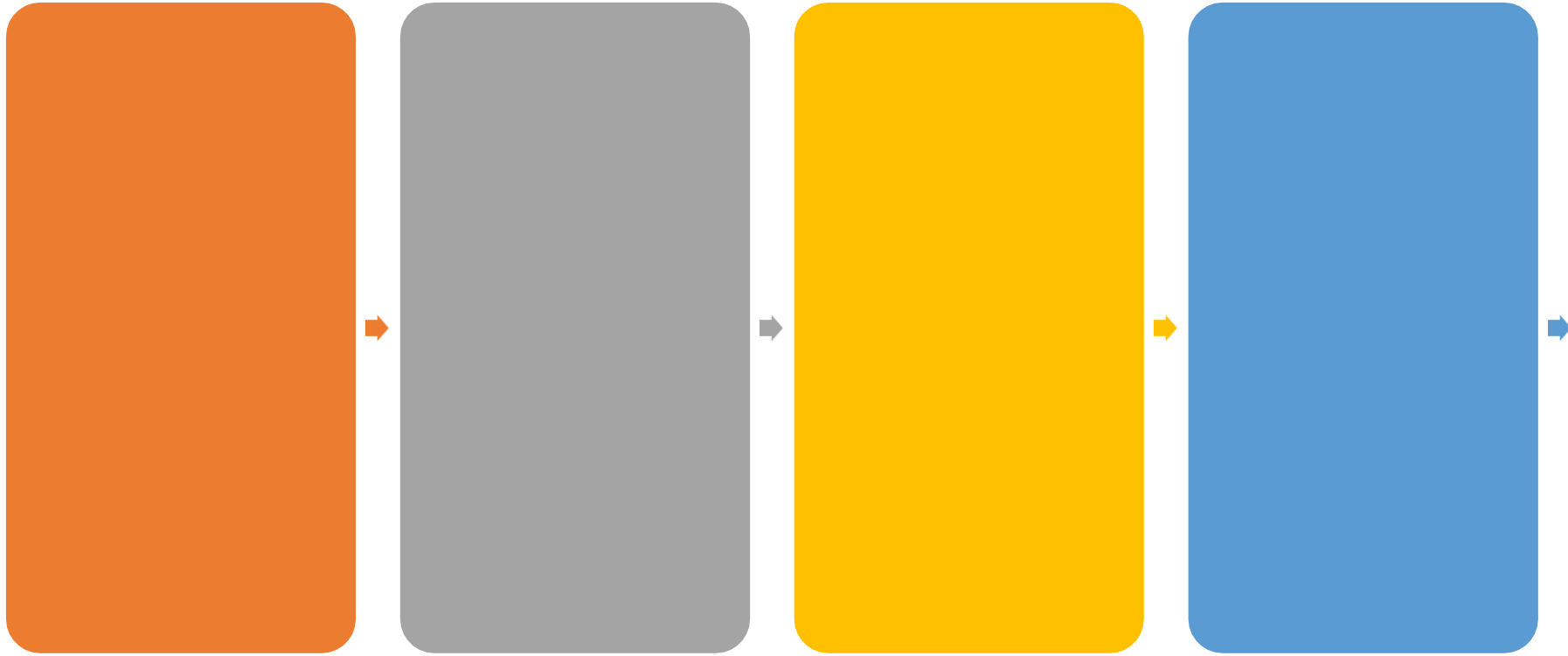
Appeals

Roles

Roles T-Chart

Strictly Students Involved

Employee Involved



Reporting a Title IX allegation

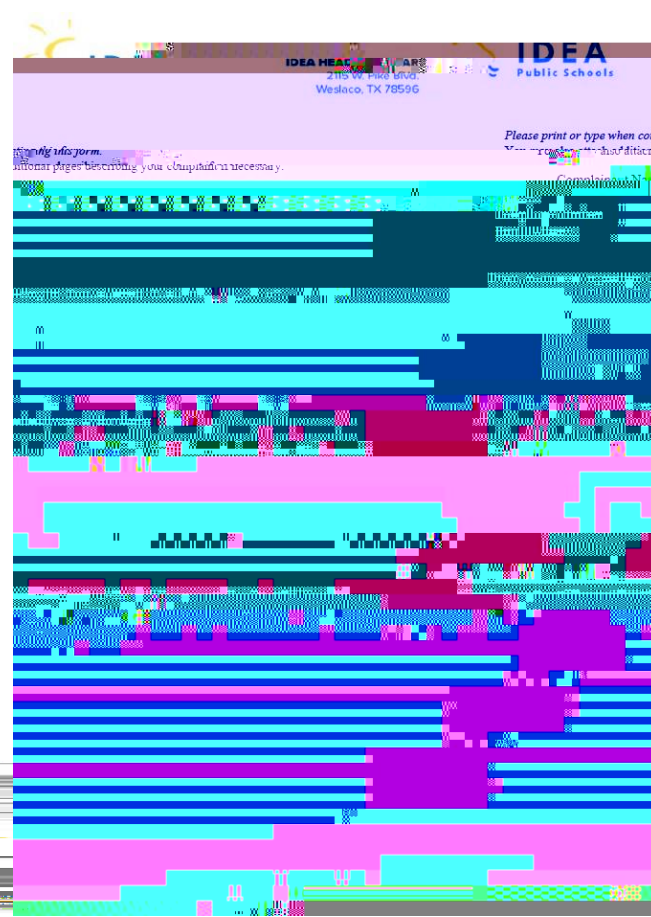
Processing Complaints

Formal Complaints **MAY** be filed by:

Who is **REQUIRED** to file or forward a report?

Formal Complaints

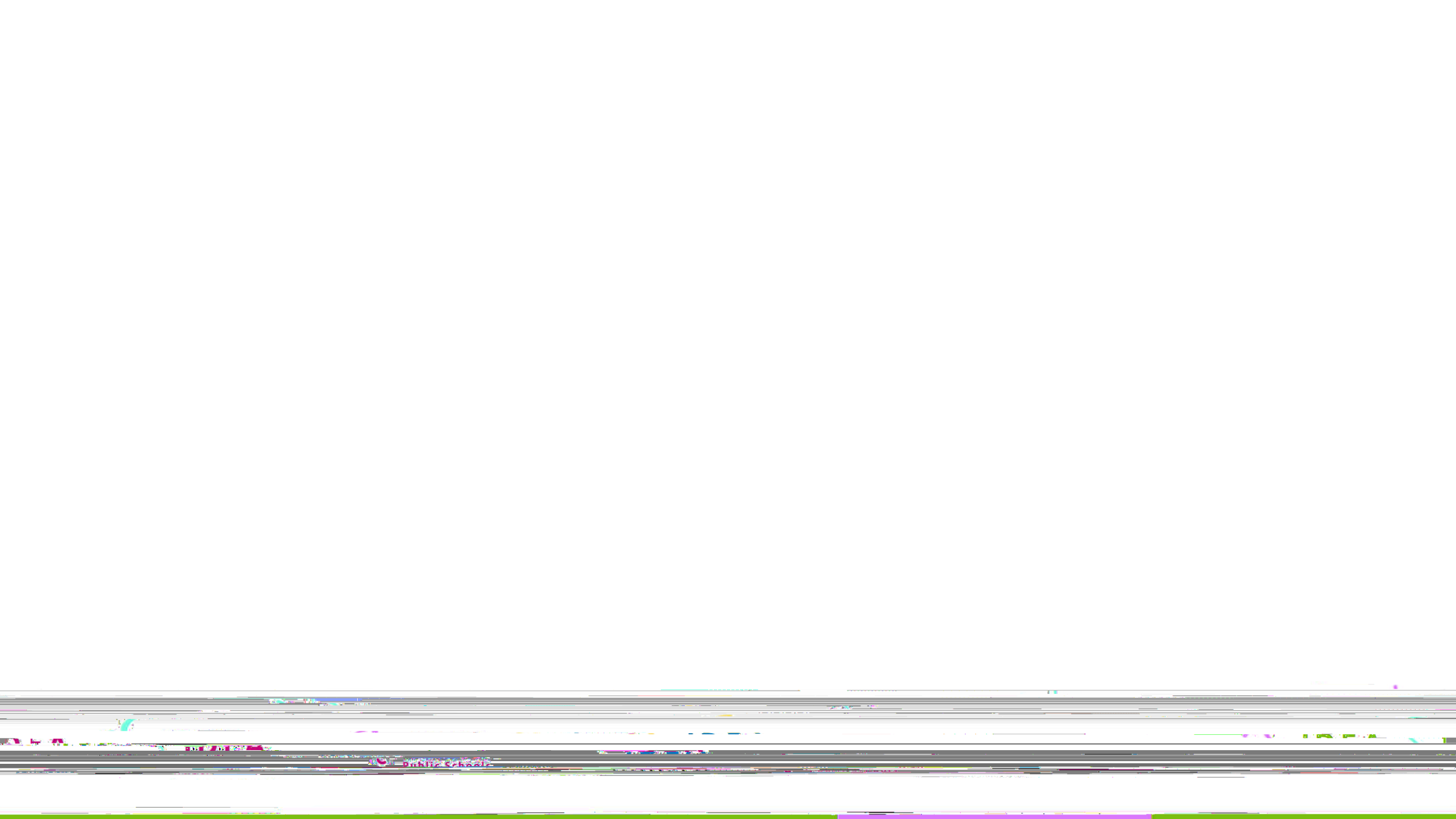
Must use IDEA's



Informal Resolution Process

is

Our Responsibilities



Emergency

Principal / Manager First Steps:

Principal [insert name],

Thank you for sending this student on student

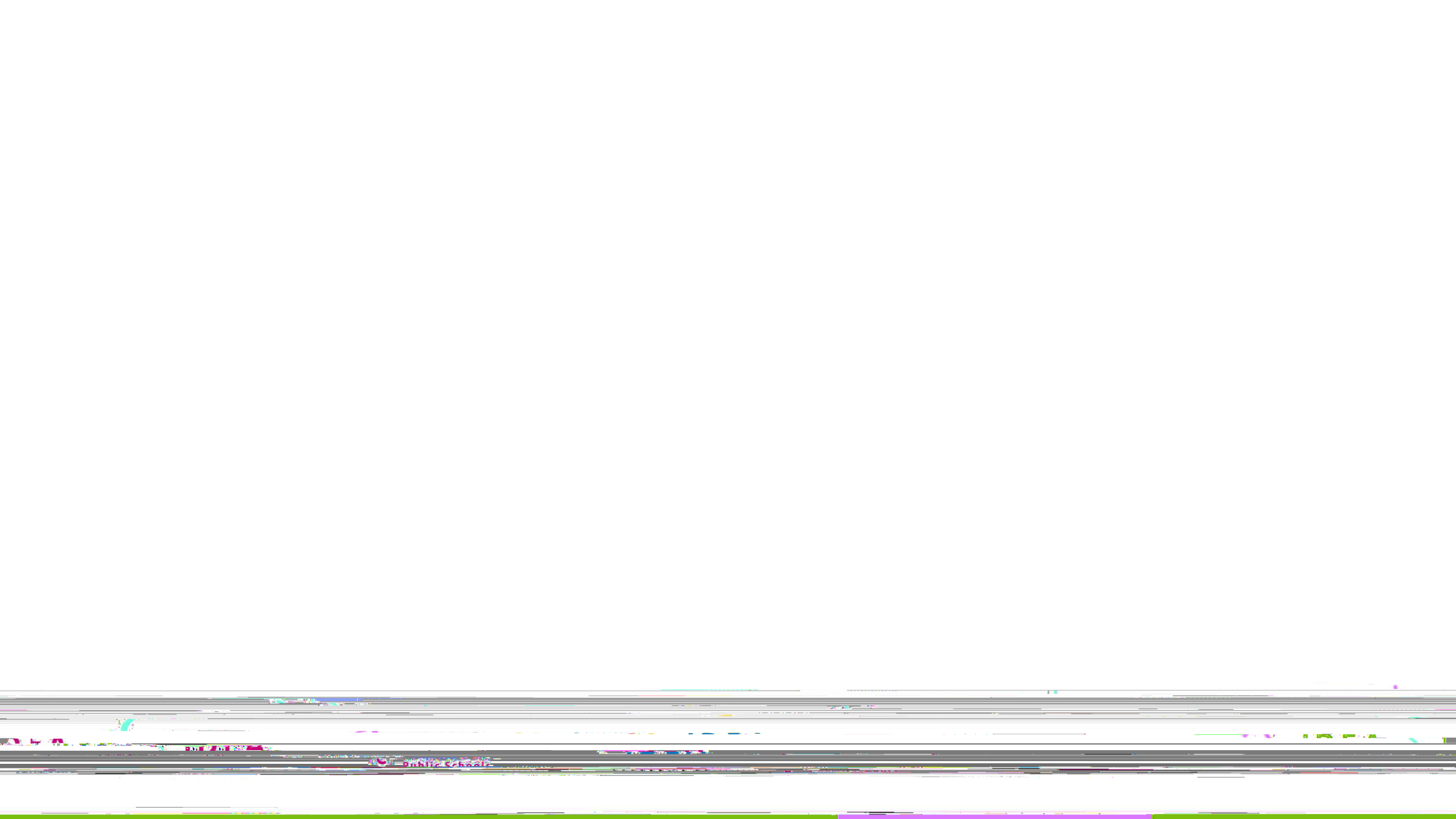
campus. Required notice to complainant's parents

information will be available under Title IX a

www.irs.gov

www.irs.gov

www.irs.gov



Time	Topic





A

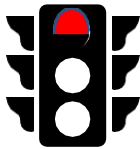
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Title IX Investigation Turn-Around Time

Bottom Line:



Time	Topic



Time	Topic



Roadmap Credit Instructions



Objectives – How'd We Do?

FOLLOWING SLIDES OFFER ADDITIONAL RESOURCES



Confidentiality

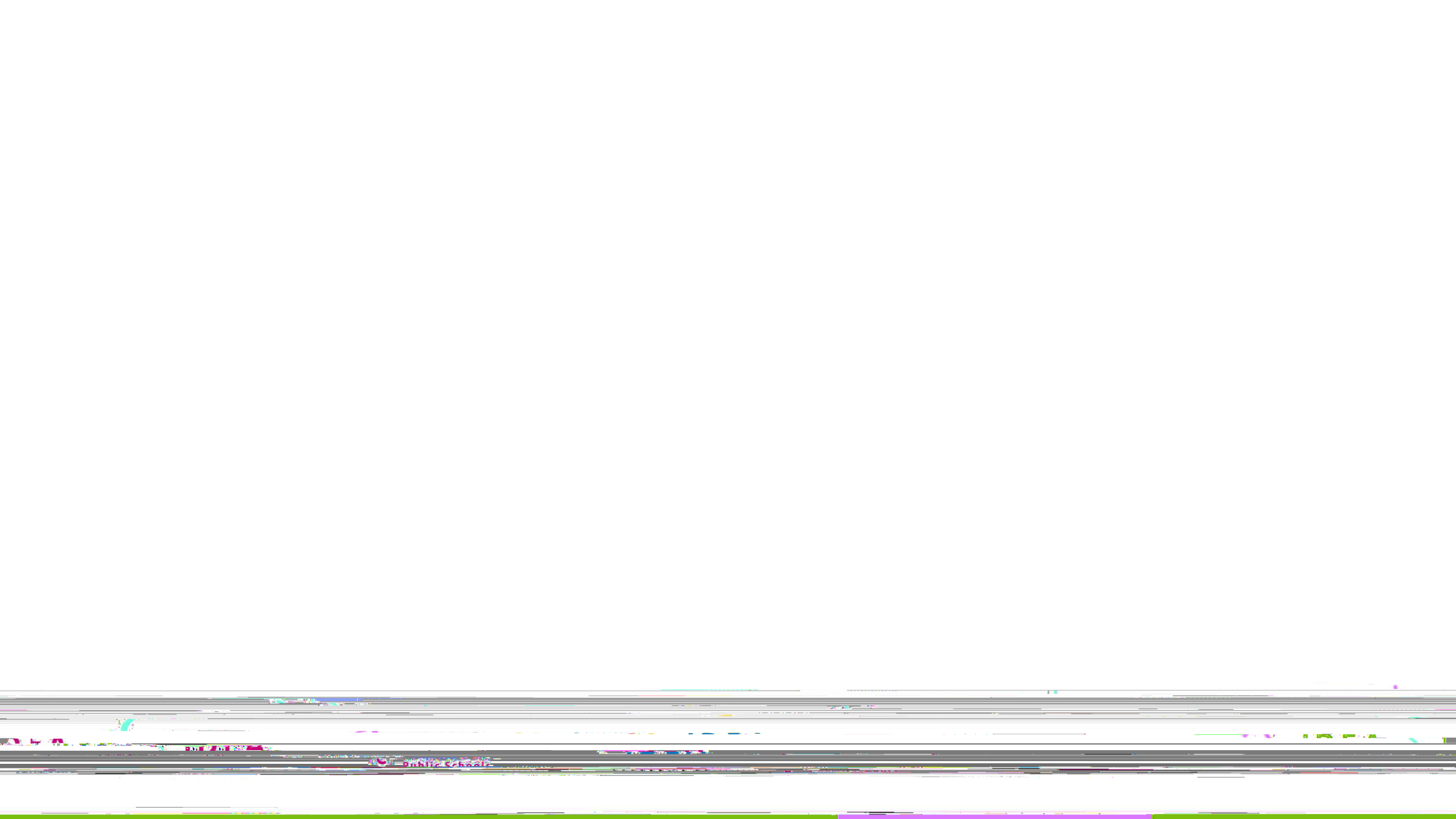
Decision-making Process

Appeal Process

parties

Appeal Process (cont.)





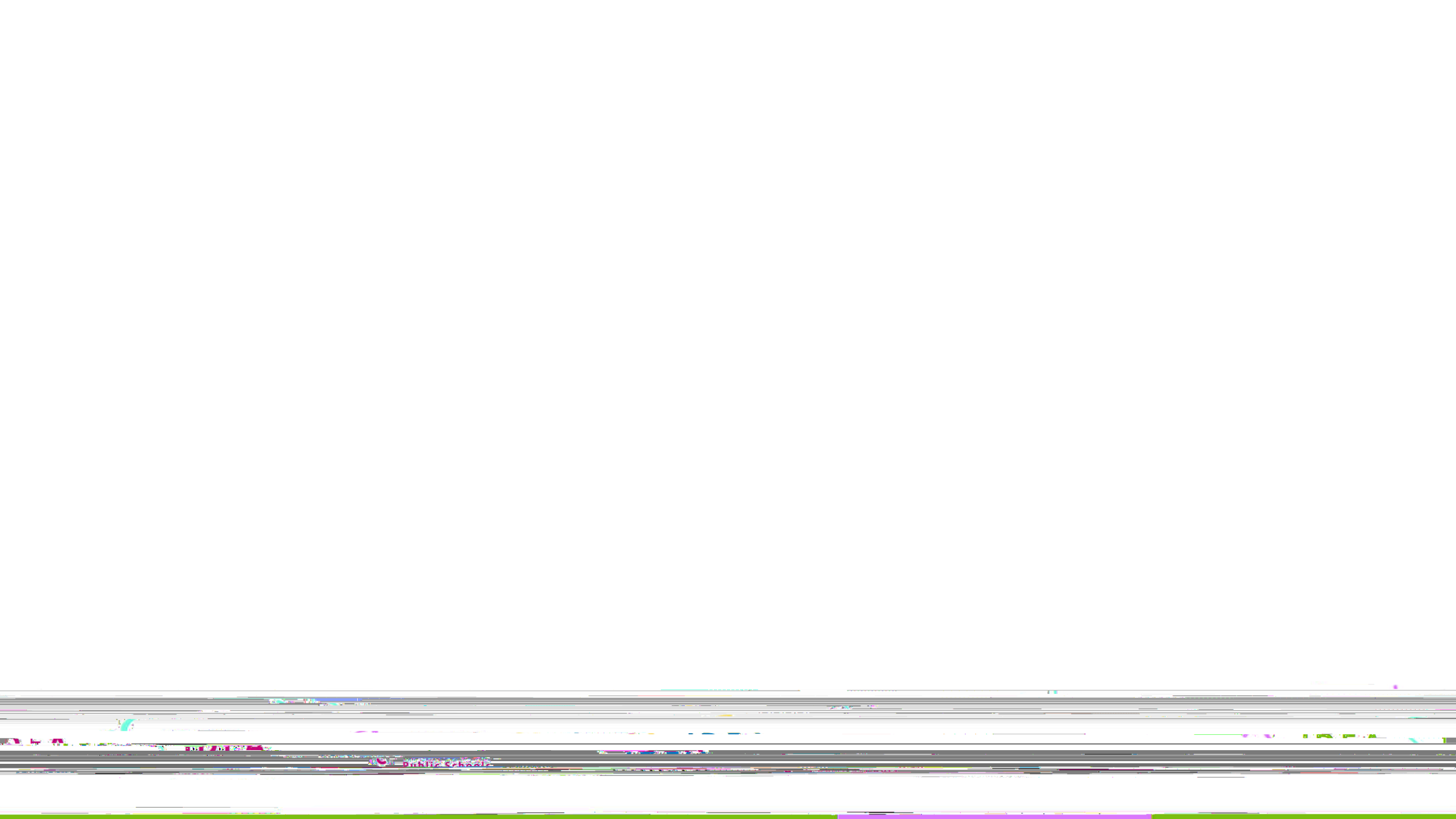


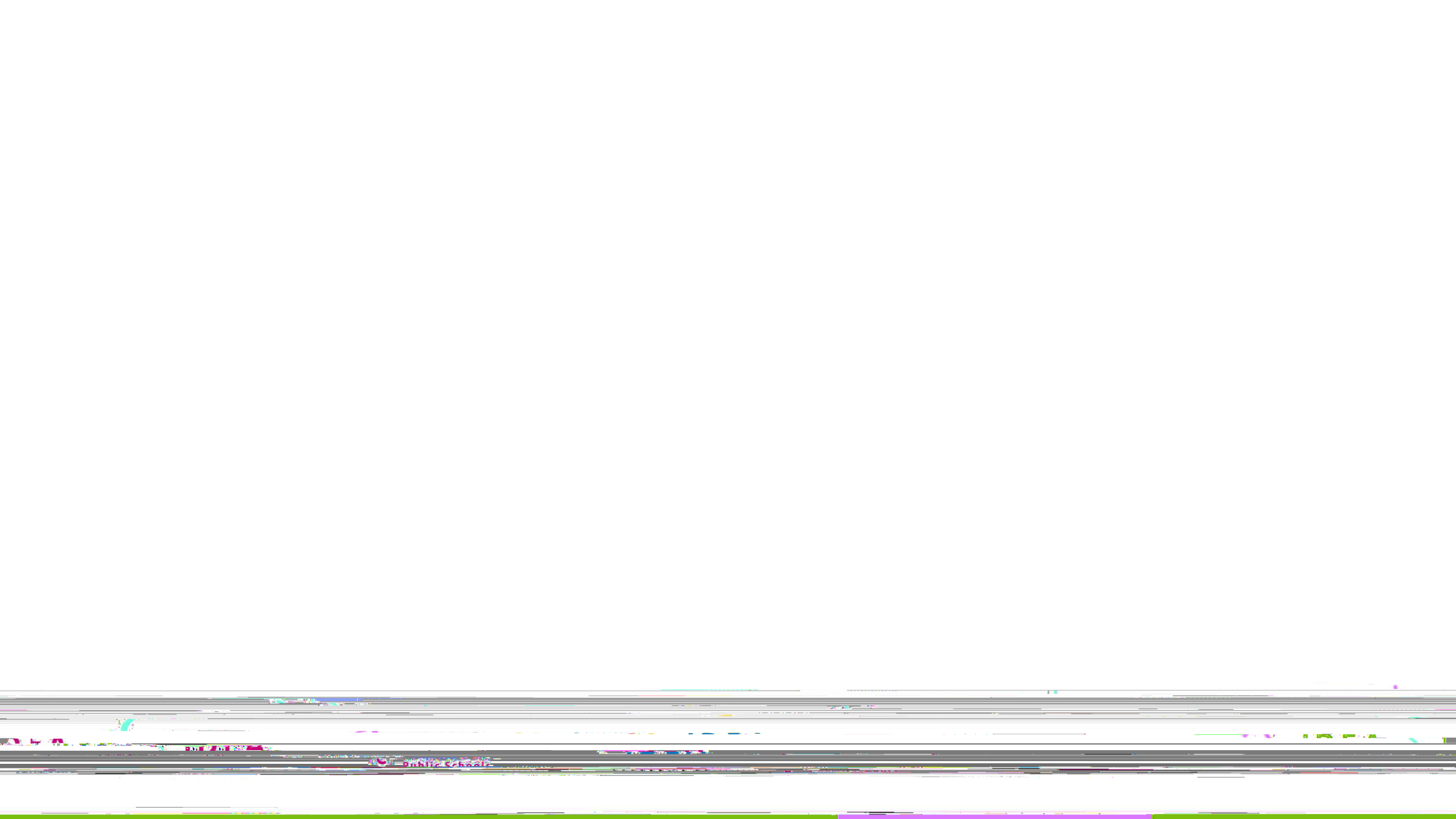
(B) □ (A)











Record Keeping