

Trainings Through Public SchoolWorks for Staff Regarding Title IX

- M-960 Title IX Federal 2020 Amendments – Training for All School Employees

Enacted in 1972, Title IX is a Federal civil-rights law that protects everyone from being discriminated against on the basis of sex in educational programs and activities. Although Title IX has improved educational access for millions of students, sexual harassment continues to be a widespread problem. In May of 2020, the U.S. Department of Education (DOE) updated its guidelines for how schools must respond to sexual-harassment claims. The guidelines, which took effect on August 14, 2020, apply to all types of sexual harassment, including student against student, student against school employee, school employee against school employee, and school employee against student. One of the new guidelines most important changes is that all employees, without delay, must report possible acts of sexual harassment to a Title IX coordinator. This course will: define sexual harassment; explain schools' obligations with regard sexual-harassment claims under Title IX; and outline Title IX's investigative procedures. After taking the training, you'll understand: the definitions of complainant, respondent and sexual harassment; what the "on the basis of sex" standard entails; how Title IX defines quid pro quo harassment; what the "severe, pervasive and objectionably offensive" standard involves; why not all offensive behavior violates Title IX; what the "reasonable person standard" is; how an "equal access standard" is applied; what acts qualify as sexual offenses under Title IX; how to speak with a victim of a sexual offense and why trauma-sensitive practices are important; what qualifies as "notice" of sexual harassment; how mandated reporting obligations compare to Title IX responsibilities; how Title IX applies (or doesn't apply) in various situations, such as educational programs, extracurricular activities, online platforms, in private homes and study-abroad programs; how a school must respond upon learning about a sexual-harassment allegation, and the supportive measures that must be offered to the complainant; what a formal complaint is and who can file one; what can cause a formal complaint to be dismissed; what an "informal-resolution process" entails and when it can be offered as an alternative to a traditional grievance process; what steps are involved in a Title IX sexual-harassment investigation; the definition of "due process" and its role in a grievance procedure; what "presumption of non-responsibility" means; the role of an advisor, and who can serve as one; the responsibilities of a Title IX coordinator, an investigator and a decision-maker; what evidence is allowed and what evidence is considered inadmissible; the difference between a "clear and convincing evidence standard" and a "preponderance of evidence standard"; what type of educational institutions must hold live hearings; the definitions of "remedies" and "sanctions"; under what bases a complainant or a respondent can appeal the result of a Title IX decision; that Title IX prohibits retaliation against anyone involved in a report, investigation, proceeding or hearing.

- M-995 Title IX Federal 2020 Amendments – Additional Information for Coordinators, Investigators and Decision-Makers

The first Title IX course you were assigned, Title IX: Protecting Students and School Employees from Sexual Harassment, defined sexual harassment, discussed school obligations and outlined the grievance procedure. This course covers many of same topics in the first course, but takes an even deeper dive into them. The information presented herein comes from the U.S. Department of Education. This course should be taken prior to the course, "Title IX: How to Investigate and Adjudicate Formal Complaints." In addition to these courses, your district should provide training on the specific policies it has adopted to comply with Title IX regulations.

- M-069 Title IX Federal 2020 Amendments – How To Investigate And Adjudicate Formal Complaintsx

This course is the 3rd required course in the training curriculum for Title IX Coordinators, investigators, decision-makers and appeals decision-makers. It was created to be a part of a complete training program and covers the mandated training topics required by 34 CFR §106.45(b)(1)(iii), except for hearings. While the first two Title IX courses looked at the definition of sexual harassment, discussed school obligations and outlined the grievance procedure, this third course will dive deeper into the investigation and formal complaint process. It has two parts. Part 1 discusses how to: be sensitive to the effects of trauma; conduct an investigation; collect evidence; conduct interviews; consider relevancy, credibility and the weight of evidence; and apply a standard of evidence. Part 2 explains how to: serve impartially by avoiding conflicts of interest, bias and sex-based stereotypes; and recognize and address implicit bias. In addition to the three courses, Title IX personnel should also be trained on the specific policies and guidelines the school district has adopted to comply with Title IX. It is also expected that Title IX personnel participate in ongoing professional development in the areas specific and important to their Title IX responsibilities.

- M-070 Title IX Federal 2020 Amendments – Informal Resolution Processx

This course is the 3rd required course in the training curriculum for Title IX informal-resolution facilitators. It was created to be a part of a complete training program and covers the mandated training topics required by 34 CFR §106.45(b)(1)(iii), except for hearings. While the first two Title IX courses looked at the definition of sexual harassment, discussed school obligations and outlined investigation and grievance procedures, this third course will dive deeper into the informal resolution process. It has two parts. Part 1 discusses: how to determine whether informal resolution is a suitable alternative to the formal grievance process; how to implement an informal-resolution process; how to facilitate mediation; how to facilitate arbitration;

restorative justice. The latter portion of the course explains how to: serve impartially by avoiding conflicts of interest, bias and sex-based stereotypes; and recognize and address implicit bias. In addition to the three courses, Title IX personnel should also be trained on the specific policies and guidelines the school district has adopted to comply with Title IX. It is also expected that Title IX personnel participate in ongoing professional development in the areas specific and important to their Title IX responsibilities.