

**Title IX
LCSD# 7 Staff Orientation
August 28, 2017**

**Title IX Coordinators
Will Cahill & Lonnie Chavez**

What is Title IX?

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity receiving Federal financial assistance.

Title IX of the Education Amendments of 1972

Rights Under Title IX

Students, Faculty, and Staff have the right to:

- Be free from all types of sex discrimination including sexual misconduct, sexual harassment, and sexual violence
- Bring forward a complaint in good faith
- Be informed of complaint procedures and options for resolution
- Expect a complaint to be thoroughly investigated
- Interim measures to ensure safety pending outcome of investigation
- Be advised of outcome of investigation
- Be free from retaliation

LCSD#7 Responsibilities

- LCSD #7 will take prompt and effective action to stop harassment, eliminate a hostile environment and address its effects
- Adopt equitable grievance procedures
- Use preponderance of evidence and a reasonable person standard
- Conduct investigations separate from and independent of any criminal investigation or proceeding
- LCSD #7 has 5 days from the time we learn about an issue to complete an investigation
- Conduct extensive training
- Designated Title IX Coordinators – Will Cahill & Lonnie Chavez

Title IX Coordinators

The LCSD#7 Title IX Coordinator oversees and provides leadership for LCSD #7's Title IX activities. Some of the many responsibilities include:

- Disseminate and implement LCSD #7's policies and procedures regarding Title IX
- Oversee training initiatives for LCSD #7 Staff
- Serve as a resource for the school district
- Oversee initial investigations of complaints
- Work closely with building administration

Examples of Sexual Misconduct

- Unwelcome sexual advances
- Sexual epithets, jokes, gossip regarding another's sex life, sexual orientation, or gender identity through conversation, writing, or social media.
- Leering, whistling, obscene gestures
- Sexual assault, violence, threats, stalking
- Insults or threats based on sex or gender
- Change of academic or employment responsibilities based on sex, gender identity or expression, or sexual orientation
- Quid pro quo: "This for that"
- Not all reports need to lead to an investigation.
- If you are unsure or uneasy, report it.

Making a Report

- First, speak to a Title IX Coordinator – Will Cahill or Lonnie Chavez
- Together, we will follow district policy GBNA-AR to complete a Sexual Misconduct Report Form. The complaint will be followed up, and if necessary, investigated.

Mandatory Reporting

Faculty and staff **are** mandatory reporters of sexual misconduct.

Faculty and Staff **cannot** promise confidentiality!

Make reports to LCSD#7 Title IX Directors Lonnie Chavez or Will Cahill

Laws

- Equal Opportunity/Affirmative Action Policy
- Sexual Misconduct/Title IX Policy
- Complaint Procedures in Cases of Alleged Unlawful Discrimination or Harassment: GBNA-AR
- Consensual Relationships with Students
- Workplace Violence Prevention Policy
- TSPC Ethical Educator Conduct Document
- Professional Standards of Conduct
- District Policies – GBA, GBN-JBA, GBNA & GBNA-AR, will be emailed to every employee.

LCSD #7 POLICIES

- GBA: Equal Employment Opportunity
- GBN-JBA: Sexual Harassment Complaint Procedure
- GBNA: Hazing/Harrassment/Cyberbullying/Bullying/Menacing - Staff
- GBNA-AR: Hazing/Harrassment/Cyberbullying/Bullying/Menacing – Staff Complaint Procedure