

# **Title IX Sexual Harassment KSBA 2020 Policy & Procedure Updates**

**Title IX Regulations Effective August 14, 2020**

# Equal Opportunity Employer

- ❑ Equal Opportunity Employer (03.113, 03.212, 09.13)
- ❑ Required by Title IX District does not discriminate on basis of sex regarding admission to the District or in the educational programs or activities operated by the District.
- ❑ Inquiries regarding Title IX Sexual Harassment may be referred to the District Title IX Coordinator (TIXC), the Assistant Secretary for Civil Rights or both.
- ❑ District names Title IX Coordinator(s)

# Equal Opportunity Employer continued

- Training to all personnel shall be provided.
  - a. Certified Personnel
  - b. Classified Personnel
  
- Superintendent shall inform all school employees of the provisions of this policy.

# Title IX Sexual Harassment

## Policies

03.1621, 03.2621, 09.428111

Certified Personnel, Classified Personnel, Students

## LEGAL UPDATES

New Mandated Title IX Sexual Harassment Policies include the following:

- a. Definition of “Title IX” Sexual Harassment to include serious misconduct

# Title IX Sexual Harassment continued

b. Requires discussion/implementation of

- Supportive measures of whether or not a formal complaint is filed
- Grievance procedures
- Confirms general parent rights to act on behalf of students
- Addresses conflict of interest standards for district investigative

# Title IX Sexual Harassment

- Decision making and appellate stages
- Addresses conflict of interest standards regarding investigation
- Confidentiality
- Evidence Summary Rules
- Required Employee Reporting
- False Reports Prohibited
- Retaliation Prohibited

# Title IX Sexual Harassment Highlights

- On May 19, 2020 the United States Department of Education published new regulations for the purpose of defining sexual harassment
- Superintendent shall ensure training to all personnel
- KSBA Training Materials for all personnel (module provided)
- Title IX Coordinator(s), Investigators, Decision Makers and any person who facilitates the resolution process (5 required training modules-KSBA)
- Frontline Training Tracking

# Title IX Sexual Harassment Highlights

District must **prominently** display the following on the website:

- Contact Information for Title IX Coordinator(s)
- Policies 03.1621, 03.2621, 09.428111 for Title IX Sexual Harassment
- Procedure 09.428111 AP.11 Title IX Grievance Procedures and Sexual Harassment Reporting Forms

# **Request for Policy Approval and Procedure Receipt and Acknowledgement-Title IX Sexual Harrassment**

Title IX Sexual Harassment Policy KSBA 2020 Update approval is requested to become effective immediately pursuant to the Emergency Provisions of Board Policy 1.5 which allows one emergency policy reading if reflected in the minutes

and acknowledgement and receipt of

KSBA 2020 Title IX Sexual Harassment Procedure Updates