

## **Title IX Board Report**

*December 17, 2020*

In 1972, Title IX was adopted by legislative action. It states “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.” In 1975, the implementing regulations addressed sex discrimination but not sexual harassment. By 1997, the Department of Education began issuing guidance addressing sexual harassment. More significant guidance was released on sexual harassment and sexual violence in 2011 to then be withdrawn in 2017. As of August 14, 2020, newly revised Title IX rules are effective immediately. The training components required pursuant to 34 CFR 106.45 for all members of the Title IX team are on the following:

- Definition of sexual harassment
- Scope of recipient’s education program or activity
- How to conduct an investigation
- The grievance process including hearings, appeals, and informal resolutions processes, as applicable
- How to serve impartially, including the avoidance of prejudgment of the facts at issue, conflicts of interest and bias
- Issues of relevance of questions and evidence (including when questions and evidence about a complainant’s sexual predisposition or prior sexual behavior are not relevant)
- Issues of relevance to create an investigative report that fairly summarizes relevant evidence

For more than 6 hours over two days in November, Simpson County Schools had the Title IX team trained by Regina Jackson and Michael Owsley of English, Lucas, Priest and Owsley, LLP. The team consists of the following members:

Shelina Smith - Title IX Coordinator

Tim Schlosser - Appellate Decision Maker

Dr. Milli McIntosh - Informal Resolution Facilitator  
Joseph Kilburn - Investigator  
LeAnn Fisher & Matthew Wilhite - Advisors

The Title IX legal obligations include:

- Promptly respond to individuals who are alleged to be victims of sexual harassment by offering supportive measures
- Follow a fair grievance process to resolve sexual harassment allegations when a complainant request an investigation or a Title IX Coordinator decides that an investigation is necessary
- Provide remedies to victims of sexual harassment

The notification requirements under Title IX are that the following people be notified of the name or title, office address, email address, and telephone number of the Title IX Coordinator:

- Applicants for admission and employment
- Parents or legal guardians of elementary and secondary school students
- All unions

In order to meet the notification requirements, SCS plans to include the Title IX information in all staff and student handbooks. Our website already contains all pertinent information as well as forms necessary for reporting. Human resources is working with the TalentEd company who handles our employment forms to include all the newly revised Title IX requirements.

Simpson County Schools is committed to providing a safe learning and working environment for all staff and students as we empower all students to graduate LIFE-READY!