

TITLE IX
Pulaski County Special SD
January 2023

Equity Assistance Center | 2023

PCSSD

1

DIVISION OF ELEMENTARY & SECONDARY EDUCATION

ADE Vision
Every Arkansan is **equitably** prepared, supported, and inspired to succeed in school, career, community, and life.

DESE Mission
The Arkansas Department of Education provides **leadership, support, and service** to schools, districts, and communities so every student graduates prepared for college, career, and community engagement.

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2

PEOPLE PROCESS PRODUCT
Equity Assistance Center

Equity Assistance Center
Established in 1985

ACA 6-6-10-111

Provide Assistance to Districts

- Affirmative Action
- Program Accessibility
- Human Relations
- Awareness
- Desegregation

Including:

- On Site Visits
- Workshops
- Program Reviews
- Other Activities

Shall Maintain:

- Manuals
- Guidelines
- Procedures
- Other Information Materials

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3

Equity Assistance Center



This training is **technical assistance** and **guidance**.

The EAC cannot provide legal advice.

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4

USDOE – Office for Civil Rights

Assist in Compliance

- Letters of Guidance
- Regulations of Compliance

Enforce Compliance

- Complaint Reviews
- Compliance Investigations

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5

Every Public School



= EQUITY

ENVIRONMENT

SAFE CONDUCTIVE FOR LEARNING

STUDENT

QUALITY EDUCATION FREE FROM DISCRIMINATION

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6



What is Title IX?

Prohibits discrimination on the basis of sex in education programs and activities that receive federal financial assistance.

Some examples:

- Failure to provide equal opportunity in athletics
- Discrimination in STEM courses and programs
- Discrimination based on pregnancy
- Title IX Sexual Harassment

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7

History of Title IX

Education Amendments of 1972

- US Dept. of Education (USDOE) published 34 CFR Part 106, which implements Title IX
 - 1975

Guidance documents were used when law had not specifically addressed an issue

- Sexual Harassment Guidance: Harassment of Students by School Employees, Other Students, or Third Parties
 - USDOE publishes in 1997
 - USDOE revises in 2001
- Dear Colleague Letters
 - USDOE publishes in 2011 and 2016

New Regulations


- USDOE PUBLISHES New Regulations
 - August 2020
 - Defines sexual harassment as sex discrimination under Title IX
 - Requires specific grievance process when responding to Title IX sexual harassment
 - **CURRENT LAW**
- USDOE PROPOSES New Regulations
 - July 2022
 - **NOT the current law.**


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8

Sex Discrimination

Big Picture Law





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9

Academics, Athletics, & Activities

On the basis of sex, the district must not

- Deny participation in:
- Deny the benefits of:
- Treat differently from another person; OR
- Otherwise discriminate against

May operate separate teams

- Selection for such teams is based upon competitive skill;
- Or activity involved is a contact sport.

Must provide equal athletic opportunity for both sexes

May have single-sex classes or extracurricular activities


- Based on the school's important objectives:
 - To improve educational achievement of its students; AND
 - To meet the particular, identified educational needs of its students
- Implemented in an evenhanded manner
- Completely voluntary
- Periodic Evaluation - at least every 2 years.

Must provide a substantially equal extracurricular activity to excluded students in the same activity

34 CFR § 106.21(a) & (b), 106.41(b) Equity Assistance Center | 2022

10

Pregnancy/Parental Status



- Shall not apply any rule concerning a student's actual or potential: parental, family, or marital status which treats students differently on the basis of sex.
- Shall not discriminate or exclude any student on the basis of
 - student's pregnancy
 - childbirth
 - false pregnancy
 - termination of pregnancy or recovery therefrom.
- Must allow student to return to the **same academic or extracurricular status** as before their medical leave began.

34 CFR § 106.40(b) Supporting the Academic Success of Pregnant Students, pg 5 Equity Assistance Center | 2022

11

Title IX Sexual Harassment
Form of Sex Discrimination




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12

Clarity
in
Terms
& Requirements

TITLE IX
TITLE IX OF THE EDUCATION AMENDMENTS OF 1972
Title IX Sexual Harassment Definition

TITLE VII
TITLE VII OF THE CIVIL RIGHTS ACT OF 1964
Title VII Sexual Harassment Definition

CODE § 16-123-101
ARKANSAS CIVIL RIGHTS ACT OF 1993
Court Sexual Harassment Interpretation

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13

Complainant
Individual who is alleged to be the victim of conduct that could constitute Title IX sexual harassment.

Respondent
Individual who has been reported to be the perpetrator of conduct that could constitute Title IX sexual harassment.

Recipient
Institution that receives Federal financial assistance.

34 CFR § 106.3(a) 34 CFR § 106.3(a) 34 CFR § 106.201 Equity Assistance Center | 2022

14

REPORTING SEX DISCRIMINATION

ANY PERSON
may report to the Title IX Coordinator
(whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or Title IX sexual harassment)

ANY TIME
the report may be made
(during business and non-business hours)

VERBAL OR WRITTEN
may be made in person, by mail, by telephone, or by email
(contact information needs to be on website and in each handbook or catalog made available to required parties)

*The recipient must notify applicants for admission and employment, students, parents or legal guardians of elementary and secondary students, employees, and all unions or professional organizations holding collective bargaining or professional agreements with the recipient.

34 CFR § 106.8(a)-31 Equity Assistance Center | 2022


15

DISTRICT/CHARTER WEBSITE

CONTACT INFORMATION
of the Title IX Coordinator
**** PROMINENTLY DISPLAYED ****

NON-DISCRIMINATION POLICY
**** PROMINENTLY DISPLAYED ****

TRAINING MATERIALS
used to train the Title IX Personnel Team



34 CFR § 106.81-§ 106.45(h)(10)(B) Equity Assistance Center | 2022

16

**SEX DISCRIMINATION
GRIEVANCE PROCEDURE
VS.
TITLE IX SEXUAL HARASSMENT
GRIEVANCE PROCESS**

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17

<p>General Response to Title IX Sexual Harassment</p> <p>Actual Knowledge*</p> <p><small>* Actual knowledge means notice (report) of Title IX sexual harassment or allegations of Title IX sexual harassment to a recipient's Title IX Coordinator or to any employee of an elementary and secondary school.</small></p> <p><small>34 CFR §§ 106.44(a), 106.45</small></p>	<p>Grievance Process for Title IX Sexual Harassment</p> <p>Formal Complaint^</p> <p><small>^ Formal complaint means a document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the recipient investigate the allegation of sexual harassment.</small></p> <p><small>Equity Assistance Center 2022</small></p>
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18

General Response to Title IX Sexual Harassment

Actual Knowledge*

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34 CFR §§ 106.44(a), 106.45 Equity Assistance Center | 2022

- RESPOND PROMPTLY
 - Contact District Title IX Coordinator.
- RESPOND EQUITABLY
- DISCUSS SUPPORTIVE MEASURES
- EXPLAIN FORMAL COMPLAINT
- EMERGENCY REMOVAL OR ADMINISTRATIVE LEAVE

19

General Response to Title IX Sexual Harassment

Actual Knowledge*

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34 CFR §§ 106.44(a), 106.45 Equity Assistance Center | 2022

- EMERGENCY REMOVAL
- Recipient Must:
 - Undertake an **individualized** safety and risk analysis
 - Determine that an **immediate threat** to the physical health or safety of any student or other individual **arising from the allegations of sexual harassment** justifies removal
 - Provide the respondent with notice and an **opportunity to challenge the decision immediately following the removal**

--- Must follow IDEA, § 504 and/or ADA ---
 --- requirements for the removal process ---

21



Supportive Measures

**NON-DISCIPLINARY
NON-PUNITIVE**

"Such measures are designed to RESTORE OR PRESERVE EQUAL ACCESS TO THE RECIPIENT'S EDUCATION PROGRAM OR ACTIVITY WITHOUT UNREASONABLY BURDENING THE OTHER PARTY, including measures designed to protect the safety of all parties or the recipient's educational environment, or deter sexual harassment."

34 CFR § 106.30(a) Equity Assistance Center | 2022

22

TITLE IX SEXUAL HARASSMENT MEANS

CONDUCT ON THE BASIS OF SEX THAT SATISFIES ONE OR MORE OF THE FOLLOWING:




An employee of the recipient* conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct.
(Often called "Quid Pro Quo")

Sexual Assault, Dating Violence, Domestic Violence, or Stalking

* Recipient - institution that receives federal financial assistance

34 CFR § 106.50(a)(1-3) Equity Assistance Center | 2022

23

SEX OFFENSES AS FORMS OF SEXUAL HARASSMENT:

SEXUAL ASSAULT

An offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation (FBI).

20 U.S.C. § 1092(f)(4)(A)(v)

DATING VIOLENCE

Violence committed by a person

- a) who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- b) where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - i. The length of the relationship;
 - ii. The type of relationship;
 - iii. The frequency of interaction between the persons involved in the relationship.

34 U.S.C. § 12291(A)(10)

DOMESTIC VIOLENCE

Includes felony or misdemeanor crimes of violence committed by

- a) a current or former spouse or intimate partner of the victim;
- b) a person with whom the victim shares a child in common;
- c) a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner;
- d) a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies; or
- e) any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

34 U.S.C. § 12291(A)(9)

STALKING

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to-

- A. fear for his or her safety or the safety of others; or
- B. suffer substantial emotional distress.

34 U.S.C. § 12291(A)(30)

* This includes cyber-stalking (online or through messaging platforms).
Questions and Answers on the Title IX Regulations on Sexual Harassment (July 2022)

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24

CONSENT:

THE ASSISTANT SECRETARY WILL NOT REQUIRE RECIPIENTS TO ADOPT A PARTICULAR DEFINITION OF CONSENT WITH RESPECT TO SEXUAL ASSAULT

34 CFR 106.30(a)(1)(3)

STATUTORY RAPE

Nonforcible sexual intercourse with a person who is under the statutory age of **consent**.

INCEST

Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

RAPE

The carnal knowledge of a person, without the **consent** of the victim, including instances where the victim is incapable of giving **consent** because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

SEXUAL ASSAULT WITH AN OBJECT

To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the **consent** of the victim, including instances where the victim is incapable of giving **consent** because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

FONDLING

The touching of the private body parts of another *person for the purpose of sexual gratification* without the **consent** of the victim, including instances where the victim is incapable of giving **consent** because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

National Incident-Based Reporting System (NIBRS) Equity Assistance Center | 2022

25

Consent

Title IX states the following in relation to consent

- **These are individuals who cannot give consent**
 - Students when the Respondent is an employee of the recipient.
 - Severely cognitively disabled persons
 - Incapacitated persons
 - Anyone unable to give consent by law
- **The recipient must specify the definition of consent it will apply.**
- **The recipient must consistently apply that definition**
 - To both the complainant and the respondent
 - From one grievance process to another

Title IX 2020 New Rules Pamphlet pg. 30124
 34 CFR 101.105-30(a), 101.45(b)(4) Equity Assistance Center | 2022

26

Is it Title IX Sexual Harassment?

- **Student 1** asks **Student 2** out. **Student 2** says I have plans.
- **Student 1** asks again. **Student 2** says I have a paper due the next day.

Student 2 won't go to class with **Student 1** because they're afraid **Student 1** is going to ask them out again.

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27

Is it Title IX Sexual Harassment?

- **Student 1** talks to **Student 2**. **Student 2** is uncomfortable for undefined reason.
- **Student 1** talks with **Student 2** again. **Student 2** is uncomfortable again.

Student 2 won't go to class with **Student 1** because they're afraid **Student 1** is going to make them uncomfortable.

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28

Is it Title IX Sexual Harassment?

8th Grade **Student 1** grabs 6th Grade **Student 2's** rear end in the hallway between classes.

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29

Is it Title IX Sexual Harassment?

5th grade **Student 1** attempts to touch a 5th grade **Student 2's** breasts and genital area and makes vulgar statements such as "I want to get in bed with you" and "I want to feel your boobs."

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30

TITLE IX SEXUAL HARASSMENT MEANS
 CONDUCT ON THE BASIS OF SEX THAT SATISFIES ONE OR MORE OF THE FOLLOWING:

<p>An employee of the recipient* conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct: <i>(Often called "Quid Pro Quo")</i></p>	<p>Sexual Assault, Dating Violence, Domestic Violence, or Stalking</p>	<p>Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity;</p>

* Recipient - institution that receives federal financial assistance

34 CFR § 106.30(a)(1)-(3) Equity Assistance Center | 2022

31

Is it Title IX Sexual Harassment?

10th Grade **Student 1** repeatedly grabs and rubs his crotch whenever 10th Grade **Student 2** enters into their English class.

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32

Is it Title IX Sexual Harassment?

5th grade **Student 1** purportedly placed a door stop in his pants and proceeded to act in a sexually suggestive manner toward 5th grade **Student 2** during physical education class.

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33

Dismissing a Formal Complaint

Must Dismiss

- If conduct alleged in a formal complaint would not constitute sexual harassment.
- If conduct did not occur in the recipient's education program or activity.
- If conduct did not occur against a person in the United States.

"Such dismissal does not preclude action under another provision of the recipient's code of conduct."

May Dismiss

- If complainant notifies the Title IX Coordinator in writing that they want to withdraw the formal complaint or any allegation therein.
- If respondent is no longer enrolled or employed by the recipient.
- If specific circumstances prevent the recipient from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

Upon dismissal for any reason above, the recipient must promptly send written notice of the dismissal and reason(s) simultaneously to the parties.

34 CFR § 106.45(b)(3) Equity Assistance Center | 2022

34

Is it Title IX Sexual Harassment?

7th Grade **Student 1** from another school in the district is at an evening extracurricular activity at your school. **Student 1** meets 9th Grade **Student 2** from your school and repeatedly sends text messages and calls asking for sexual favors.

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35

Is it Title IX Sexual Harassment?

A **teacher** who worked at your school last year, but is now employed by another school district is accused of sending text messages this year to many of the **students** at your school requesting “nudes.”

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36

TITLE IX SEXUAL HARASSMENT?

1. Is the complainant **participating** in or **attempting to participate** in our education program or activity?
2. Did the actions allegedly occur in **our education program** or activity?
 - Did we have substantial control over the respondent?
 - Did we have substantial control over the context?
3. Did the actions allegedly occur against someone **in the United States**?
4. **If proven true**, would the alleged actions be one of the following?
 - “Quid Pro Quo”
 - Sexual Assault, Dating Violence, Domestic Violence, or Stalking
 - Severe, Pervasive AND Objectively Offensive to a reasonable person (peer)

34 CFR § 106.45(b)(3)

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37

TITLE IX SEXUAL HARASSMENT?

YES to ALL FOUR questions

- You must follow the Title IX Sexual Harassment Grievance Process **BEFORE** investigating allegations **OR** implementing **ANY disciplinary sanctions**.

...A recipient's response is not simply a matter of the recipient's own codes of conduct or policies; a recipient's response is a matter of fulfilling obligations under a Federal civil rights law.

NO to ANY ONE of the four questions

- The Office for Civil Rights (OCR) **CANNOT DIRECT YOU** on how to respond

Title IX 2020 New Rules Preamble pg. 30214

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38

Severe, Pervasive and Objectively Offensive?

"Signs of enduring unequal educational access due to severe, pervasive, and objectively offensive sexual harassment may include:

- skipping class to avoid a harasser
- a decline in a student's grade point average, or
- having difficulty concentrating in class

however, **no concrete injury is required to conclude that serious harassment would deprive a reasonable person** in the complainant's position of the ability to access the recipient's education program or activity on an equal basis with persons who are not suffering such harassment."

Title IX 2020 New Rules Preamble pg. 30170

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39

Severe, Pervasive and Objectively Offensive?

- Courts must bear in mind that schools are unlike the adult workplace and that **children may regularly interact in a manner that would be unacceptable among adults**.
- Whether gender-oriented conduct rises to the level of actionable "harassment" thus **depends on a constellation of surrounding circumstances, expectations, and relationships**, ...including, but not limited to, the ages of the harasser and the victim and the number of individuals involved.
- **Damages are not available for simple acts of teasing and name-calling** among school children, however, even where these comments target differences in gender.

Davis v. Monroe County Bd. of Ed. 526 U.S. 629 (1999)

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40

Is it Title IX Sexual Harassment?

Classmates photoshopped sexually suggestive pictures of **Student** when she was a freshman in high school and posted them on flyers in school hallways and bathrooms that included her phone number.

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41

Is it Title IX Sexual Harassment?

Student 1 punches **Student 2** after **Student 2** tells **Student 1** that his voice is not "manly enough." **Student 1's** mother tells the AP that **Student 1** is not one to complain but **Student 2** has been making fun of **Student 1** since the beginning of the year saying **Student 1** is not manly enough in actions, voice or choice of extra-curricular classes.

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42

Is it Title IX Sexual Harassment?

A senior female **Student** states that a male **Teacher** refused to provide afterschool tutoring to her multiple times because no other student was going to stay those days so they would be alone in the classroom. **Student** claims **Teacher** often provided one on one afterschool tutoring to male students this term.

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43

Is it Title IX Sexual Harassment?

5th grade **Student 1** allegedly rubs their body against 5th grade **Student 2** in the school hallway in what the other student considered a sexually suggestive manner.

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44

Guidelines

- **COMPLAINANT MUST BE PARTICIPATING IN OR ATTEMPTING TO PARTICIPATE**
 - in the education program or activity of the recipient with which the formal complaint is filed
- **PARENT OR GUARDIAN MAY FILE A FORMAL COMPLAINT**
 - on behalf of complainant
- **"DOCUMENT FILED BY A COMPLAINANT" MEANS**
 - a document or electronic submission that contains the complainant's physical or digital signature, or otherwise indicates that the complainant is the person filing the formal complaint

34 CFR § 106.30(c)-106.6(a)

Grievance Process for Title IX Sexual Harassment

34 CFR § 106.45

Formal Complaint

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45

An investigation of sexual harassment **does not occur until** a formal complaint is filed.

The recipient must **investigate** the allegations in a formal complaint.



Report puts recipient on notice
Formal Complaint initiates an investigation

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46

Must be provided

- By the recipient
- To the parties who are known
- Upon receipt of a formal complaint

Must

- Contain notice of grievance process
- Contain notice of allegations of sexual harassment
 - Including sufficient details known
 - Identities of the parties
 - The conduct alleged
 - Date and location of the alleged incident
- State the respondent is presumed not responsible
- Inform parties that they may have an advisor of their choice
- Inform parties regarding false statements or false information

Additional Allegations = New Notice of Allegations

34 CFR § 106.30(a), 106.6(a) Equity Assistance Center | 2022

Grievance Process for Title IX Sexual Harassment
34 CFR § 106.45

Notice of Allegations

47

Guidelines

- ENSURE
 - burden of proof and burden of gathering evidence rest on the recipient
- PROVIDE EQUAL OPPORTUNITY
 - for parties to present witnesses and other evidence
 - for parties to have others present during any grievance proceeding
 - for parties to inspect and review any evidence
- DO NOT RESTRICT
 - the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence
- PROVIDE WRITTEN NOTICE
 - to a party whose participation is invited or expected

34 CFR § 106.30(a), 106.6(a) Equity Assistance Center | 2022

Grievance Process for Title IX Sexual Harassment
34 CFR § 106.45

Investigation

48

INVESTIGATION TIMELINE EAC Title IX Sexual Harassment Flow Chart

Gather Evidence

- Interview Witnesses
- Review Physical Evidence

Present evidence to parties

- 10 days prior to completing the Investigative Report
- All evidence collected that is related to the allegations
- Parties may submit written responses

Create investigative report

- Must consider the written responses before completing the report
- Include only relevant evidence

Send investigative report

- To parties and decision-maker(s)
- Electronic or hard copy
- Parties receive and provide written response

Decision maker considers written responses

- Select relevant questions from either party to the other party
- Allow time for the parties to answer

Allow time for an appeal from either party

- District determines time allowed

Make decision regarding responsibility

- **At least 10 days** after the investigative report is received
- Include any additional time needed to respond to relevant questions

Implement the decision

- Nothing is finalized until the appeal is completed or the time to file an appeal has expired
- Remedies for Complainant
- Sanctions for Respondent

34 CFR § 106.45(a)(1), 106.45(a)(2) Equity Assistance Center | 2022

49

Written Determination of Responsibility

- **Identification of the allegations**
- **Description of the procedural steps taken**
 - From receipt of formal complaint – written determination
- **Findings of fact supporting the determination**
- **Conclusions regarding the application of the code of conduct to the facts**
- **Statement and rationale for the result of each allegation**
 - Determination regarding responsibility
 - Any disciplinary sanctions imposed on the respondent
 - Whether remedies will be provided to the complainant
 - May have multiple decision makers but ONE written determination
- **Procedures and permissible bases for Complainant and Respondent to appeal**

34 CFR § 106.45(b)(7) Equity Assistance Center | 2022

50

Title IX Personnel Team

Equity Assistance Center Brochure

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51

Title IX Personnel Team

- Title IX Coordinator**
 - Employed and authorized by the recipient
 - Coordinates recipient's efforts to comply with Title IX responsibilities
 - Responsible for effective implementation of supportive measures and remedies
 - **MUST BE READILY AVAILABLE AND ACCESSIBLE**
- Investigators**
 - Conduct investigations
 - Create investigative reports
- Decision-Makers**
 - Evaluate evidence and apply the standard of evidence chosen by the recipient
 - Reach conclusions whether respondent is responsible for alleged acts
 - Determine remedies for complainants and discipline for respondents
 - Makes the determination or the appeal
 - Cannot be the same person
 - Cannot be the Title IX coordinator or investigators
- Informal Resolution Facilitators**
 - Facilitates the informal resolution process, but **does not** offers it
 - **PCSSD does NOT offer informal resolutions**

34 CFR § 106.44(a), 106.45(b)(5-7), 106.8(a) Equity Assistance Center | 2022

52

Serving Impartially

- ✓ NEUTRAL
- ✓ FAIR IN ACTIONS
- ✓ OBJECTIVE CRITERIA

DESIGNATED INDIVIDUALS MUST

"not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent."



- PREJUDGEMENT OF THE FACTS AT ISSUE ✗
- CONFLICTS OF INTEREST ✗
- BIAS ✗

34 CFR § 106.45(b)(1)(ii) Equity Assistance Center | 2022

53

Required Trainings

ALL Team Members

- Title IX definition of sexual harassment
- Scope of the education program/activity
- Conducting an investigation
- Grievance process
- Hearings *(if conducting hearings)*
- Appeals
- Impartiality
 - Prejudging facts
 - Conflicts of interest
 - Bias
- Informal resolution *(if offering informal resolution)*

Investigators

- Issues of relevance
 - Evidence

Decision Makers

- Issues of relevance
 - Evidence
 - Questions
- Technology used in hearings *(if conducting hearings)*

34 CFR § 106.45(b)(1)(iii) Equity Assistance Center | 2022

54

Retaliation

“

NO RECIPIENT OR OTHER PERSON MAY INTIMIDATE, THREATEN, COERCE, OR DISCRIMINATE AGAINST ANY INDIVIDUAL FOR THE PURPOSE OF INTERFERING WITH ANY RIGHT OR PRIVILEGE SECURED BY TITLE IX

”


34 CFR § 106.71 (a)

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55

QUESTIONS?

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56

References

Office for Civil Rights

- 34 CFR Part 106 (Title IX Regulations)
 - <https://www.ed.gov/courts/2016-34/subtitle-BI/chapter-3/part-306>
- Supporting the Academic Success of Pregnant and Parenting Students
 - <https://www2.ed.gov/about/offices/list/oeip/assess/pregnancy.pdf>
- U.S. Department of Education Title IX Website
 - <https://sites.ed.gov/titleix/>

Equity Assistance Center

- EAC Title IX Sexual Harassment Investigation Flow Chart
 - https://deae.arkansas.gov/Files/Title_IX_Sexual_Harassment_Investigation_Flowchart_-_EAC_-_June_2022_20220824134547.pdf
- EAC Title IX Sexual Harassment Personnel Brochure
 - https://deae.arkansas.gov/Files/Title_IX_Sexual_Harassment_Personnel_Brochure_-_EAC_-_June_2021_20220824134407.pdf
- EAC Title IX Website
 - https://deae.arkansas.gov/Offices/legal/equity_assistance-center/title-ix

Federal Bureau of Investigations

- National Incident-Based Reporting System (NIBRS) Offense Definitions
 - https://www.fbi.gov/nibrs/2019/resources/gloss/nibrs_offense_definitions-2019.pdf

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57

EQUITY ASSISTANCE CENTER TEAM

Feedback Link: <https://bit.ly/DESE-EAC-Feedback>

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58
