

ADE SUMMIT  
**2023**



# TITLE IX

Overview and Hot Topics



Equity Assistance Center | 2023



# Introduction to the EAC-South at SEF

What is the Region II Equity Assistance Center?



The EAC-S is one of four federally funded regional centers across the nation providing targeted support to address issues of equity.

The EAC-S supports:

Alabama, *Arkansas*, District of Columbia, Florida, Georgia, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Texas, Virginia



**The EAC-S at SEF advises, assists, and serves our public education system by addressing issues of equity in the areas of race, national origin, sex, and religion, to promote educational access and opportunity for all students.**

# EAC-S Goals



- Holistic focus on equity and supporting a broad range of partners and their needs in our region
- Mitigate inequities
- Build broad partner networks
- Improve educational outcomes
- Draw on improvement science tools



Intentional measurement, monitoring, and support



**The Consensus Study Report:**  
7 domains + 16 equity indicators



EAC-S at SEF is launching a **new series** to support practitioners to **address disparities** in educational attainment



The Journey to  
Excellence and Equity  
is Collaborative

# Presenters

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Courtney is the founder and CEO of Institutional Compliance Solutions. ICS supports school districts and institutions in 48 states in how they respond to and address sexual harassment under Title IX and other laws and regulations. A 22 year practicing attorney, she oversees a team of Title IX and Equity Specialists in Title IX, bullying, hazing and discrimination investigations, and decision-making. The ICS team also serves as external Title IX Coordinators for districts. Courtney regularly provides Title IX and Clery training to organizations, attorneys, institutions and school districts, serves as an external investigator into allegations of sexual misconduct, and provides expert witness testimony on matters dealing with institutional response to allegations of sexual misconduct, bullying and hazing in litigation.

Courtney is the host of The Law & Education Podcast and is nationally recognized for her contributions to news media, including the Chronicle of Higher Education, Inside Higher Ed, and VICE news on HBO. Courtney is the creator of Title IX University, an on-line digital platform that provides Title IX training to Title IX professionals..

Courtney Bullard



Originally from Arkadelphia, AR, Lance LeVar has over two decades of experience as an educator including 14 years in administration at all levels of education. He served as a teacher, high school and elementary school assistant principal, middle school principal and district administrator in multiple districts in Arkansas and Utah. Lance also worked as a college adjunct faculty at two different colleges in Utah. He has presented at multiple education conferences and provided training and consultations for school districts across the U.S. on topics such as multicultural education, instruction, professional learning communities, Title IX and Section 504.

Lance became a Public School Program Advisor for the Equity Assistance Center (EAC) in the Division of Elementary and Secondary Education (DESE) of the Arkansas Department of Education (ADE) in September 2020. In this position, he has presented or co-presented over 70 in person and virtual trainings with school districts and educational service cooperatives across Arkansas on Title IX, Section 504, anti-bullying policies and procedures, and recruitment and retention of diverse teachers and administrators.

Lance LeVar (He/Him)



# 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.





# Equity Assistance Center (EAC)

vs.

# Office for Civil Rights (OCR)

## Equity Assistance Center (EAC)

- **ADE – Division of Elementary and Secondary Education**
- Provides Technical Support and Guidance in Arkansas
- Investigates Complaints
- Liaison with the Office for Civil Rights



## Office for Civil Rights (OCR)

- **United States Department of Education**
- Provides Guidance and Support throughout U.S.
- Ensures Compliance through Reviews and Investigations
- Ultimate Responsibility to Enforce



# Not Legal Advice

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



**The EAC cannot provide legal advice.**

*Portions of this presentation were developed under a grant from the U.S. Department of Education. However, the contents do not necessarily represent the policy of the Department of Education, and you should not assume endorsement by the Federal government*



# Every Public School



= EQUITY

ENVIRONMENT

SAFE

CONDUCTIVE  
FOR  
LEARNING

STUDENT

QUALITY  
EDUCATION

FREE FROM  
DISCRIMINATION



# 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



# History of Title IX



## Education Amendments of 1972

- 1975-US Dept. of Education published 34 CFR Part 106, implementing Title IX

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

- 1997-US Dept. of Education published Sexual Harassment Guidance
- 2001-US Dept. of Education published Revised Sexual Harassment Guidance
- 2011 and 2016-Dear Colleague Letters

## New Regulations became effective August 14, 2020

- Included Sexual Harassment as a form of sex discrimination

## PROPOSED New Rules

- Published July 12, 2022
  - Revised Sexual Harassment
  - Additional Protections for Pregnant and Parenting Students
- Published April 13, 2023
  - Sex-related criteria for athletic teams.

# PROPOSED New Rules

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## Timeline

**NOT the  
current law**

1. Final Rules will be published October 2023
  - July 12, 2022, NPRM
  - April 13, 2023, NPRM
2. They must give at least 30 days before they are in effect
  - More time can be given – typically at least 60 days.
3. EAC will provide training in the Fall.

# Title IX Coordinator



Must be an **EMPLOYEE** of the district/charter/entity

And **AUTHORIZED** to do their job which is to

**COORDINATE** recipient's efforts to comply with Title IX responsibilities

# REPORTING SEX DISCRIMINATION

## ANY PERSON

may report to the  
Title IX Coordinator

## ANY TIME

during business and  
non-business hours

## VERBAL OR WRITTEN

in person, by mail, by  
telephone, or by email

## The recipient must notify

Students

Parents/Guardians

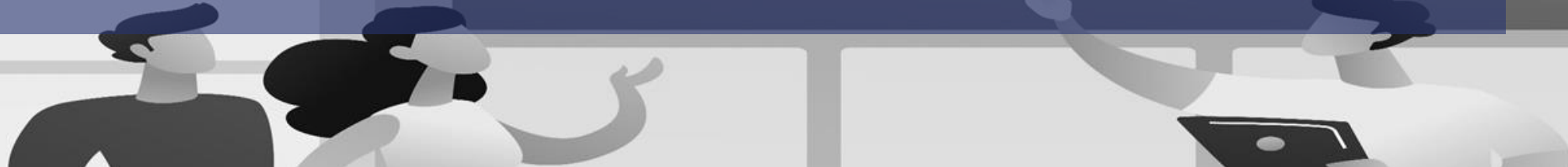
Employees

Applicants  
Admission/Employment

Unions/Professional Organizations  
Collective Bargaining/Professional Agreements

*(contact information needs to be on website and in each handbook or catalog made available to required parties).*

# 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







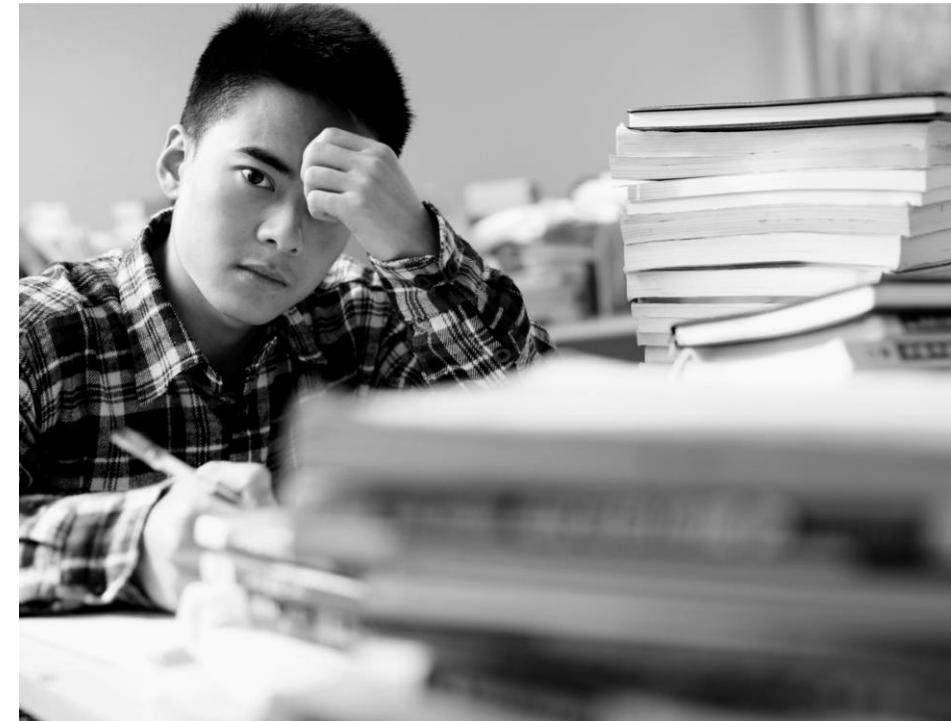
# Sex Discrimination

Big Picture Law



**On the basis of sex, may not**

- Exclude from participation in;
- Deny the benefits of;
- Treat differently from another person; OR
- Otherwise subject to discrimination



# Athletics

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## May operate separate teams

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

Boxing      Wrestling      Football  
Rugby      Ice Hockey      Basketball

*"Other sports where purpose or major activity involves bodily contact."*

## Must provide equal athletic opportunity for both sexes

## Three Part Compliance Test

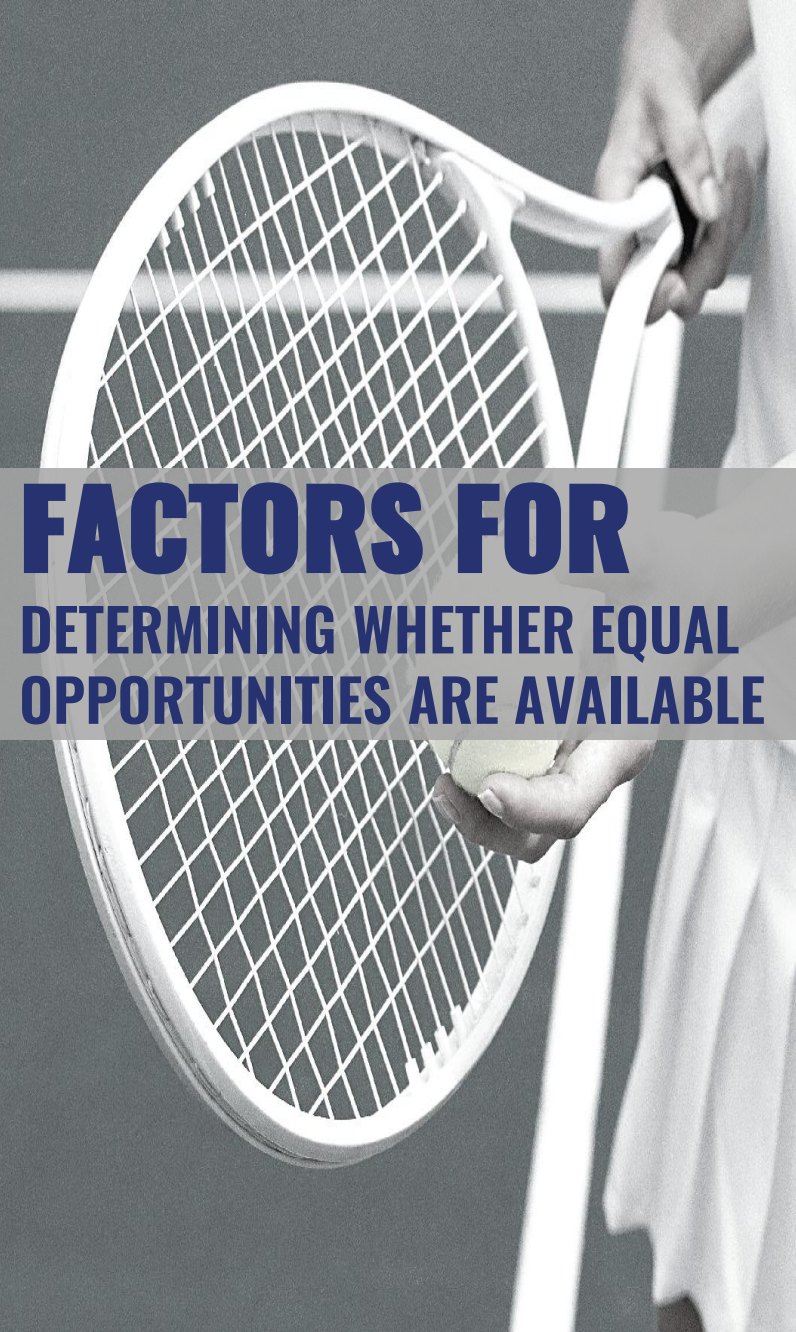
The number of male and female athletes is substantially proportionate to their respective enrollments

OR

The institution has a history and continuing practice of expanding participation opportunities responsive to the developing interests and abilities of the underrepresented sex

OR

The institution is fully and effectively accommodating the interests and abilities of the underrepresented sex



## FACTORS FOR DETERMINING WHETHER EQUAL OPPORTUNITIES ARE AVAILABLE



1. Sports selection and competition levels effectively accommodate the interests and abilities of both sexes
2. The provision of equipment and supplies
3. Scheduling of games and practice time
4. Travel and per diem allowance
5. Opportunity to receive coaching and academic tutoring
6. Assignment and compensation of coaches and tutors
7. Provision of locker rooms, practice, and competitive facilities
8. Provision of medical and training facilities and services
9. Provision of housing and dining facilities and services
10. Publicity



## May have single-sex extracurricular activities

- Based on the school's important objective:
  - 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**

# Activities



# Pregnancy/Parenting



**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.**

# Pregnancy/Parenting

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## 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 extracurricular status** as before their medical leave began

## Other Restrictions

- May not require a physician certification unless required for all physical or emotional conditions
- May offer voluntary separate program or activity comparable to that is offered non-pregnant students
- Must treat pregnancy, et al, as any other temporary disability
- Must provide equitable leave policy or allow medically necessary leave as determined by student's physician
- Must protect student from harassment based on pregnancy or related conditions

# Pregnancy/Parenting

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## AR Act 128 – Support for Pregnant and Parenting Students Act

- Excuse pregnancy and parenting absences
- childbirth
- false pregnancy
- termination of pregnancy or recovery therefrom.

Must allow student to return to the **same extracurricular status** as before their medical leave began



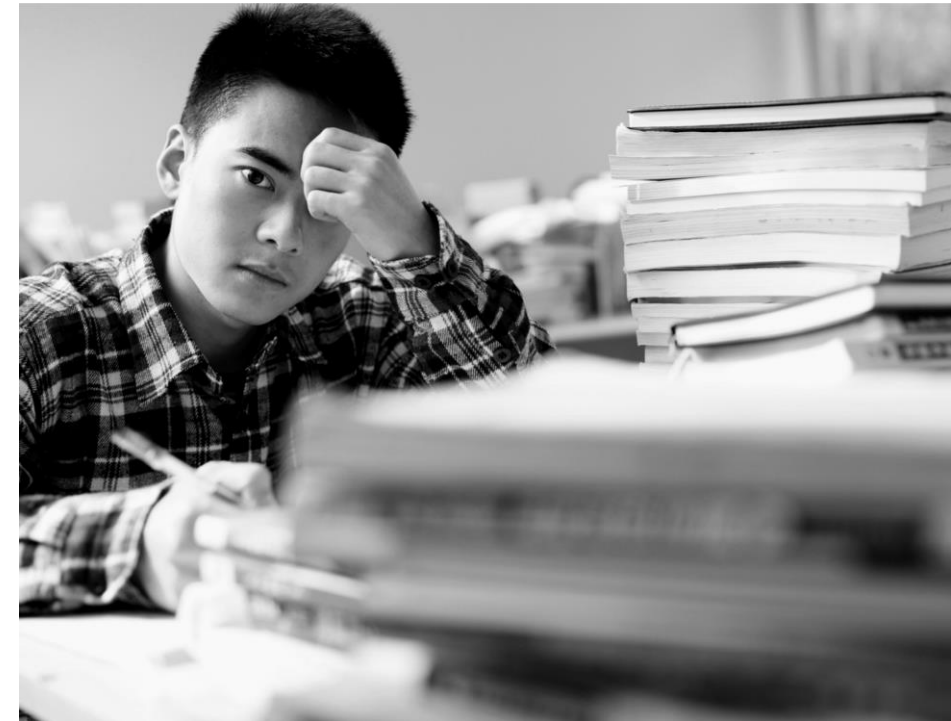
# Sex Discrimination

Big Picture Law



## Title IX Sexual Harassment

Form of Sex Discrimination





# INSTITUTIONAL COMPLIANCE SOLUTIONS

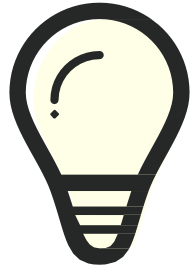
## TITLE IX COMPLIANCE LAYERS





# TITLE IX SEXUAL HARASSMENT GRIEVANCE PROCESS

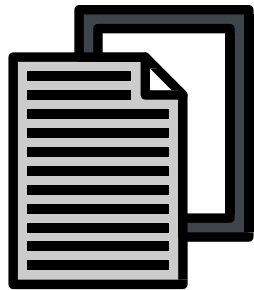
# Title IX Personnel Team



Title IX Coordinator



Investigators



Decision-Makers

WRITTEN DETERMINATION

APPEALS



Informal Resolution Facilitators



# Personnel Team Training

## 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)*

# 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;



Sexual assault, dating violence, domestic violence, or stalking



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;

\* Recipient - institution that receives federal financial assistance

# SEX OFFENSES AS FORMS OF SEXUAL HARASSMENT:



## 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)(8)*

## 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)*

## 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 2021)*

## 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)(6)(A)(V)*

# SEXUAL ASSAULT

## 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.

## STATUTORY RAPE

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

## SODOMY \*

Oral or anal sexual intercourse with 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.

## 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.

\* **RAPE CONCISE** The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim

# Consent

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



- **The recipient must specify the definition of consent it will apply.**
  - Create/use a definition of consent that makes sense to you and your district.
    - Include situations where the **consent cannot be obtained/given** (i.e., coercion, incapacitation) and clearly define those situations
  - Make sure you can
    1. Explain it
    2. Apply it
- **The recipient must consistently apply that definition**
  - To both the complainant and the respondent
  - From one grievance process to another
- **These are individuals who cannot give consent**
  - National Incident-Based Reporting System (NIBRS)
    - Severely cognitively disabled persons
    - Incapacitated persons
  - Arkansas Law
    - Anywhere up to 21 years old depending on the conduct and the respondent's relationship to complainant.





# Severe, Pervasive, AND Objectively Offensive

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**UNWELCOME  
CONDUCT**



## SEVERE, PERVASIVE, AND OBJECTIVELY OFFENSIVE

- Severe – can be non-verbal through sexual assault (touching/fondling)
- Pervasive – how often and how widespread
- Objectively Offensive – behavior that would be offensive to a reasonable person under the circumstances.



**DENIES EQUAL ACCESS**



# General Response to Title IX Sexual Harassment

34 CFR § 106.44(a)

## Actual Knowledge\*

\* 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.**



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

# General Response to Title IX Sexual Harassment

34 CFR § 106.44(a)

## 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** ---

# Supportive Measures

"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)**

# 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"**
  - 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(a); 106.6(g)



# Grievance Process for Title IX Sexual Harassment

34 CFR § 106.45

# Formal Complaint

Equity Assistance Center | 2023

CONDUCT

+

EDUCATION PROGRAM  
OR ACTIVITY

=

TITLE IX FORMAL  
GRIEVANCE PROCESS



It's more than the behavior...

You must evaluate **location** AND **jurisdiction**.

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

# Notice of Allegations

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*Additional Allegations = New Notice of Allegations*

## Must be provided

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

## Requirements

- 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



# 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**, the recipient must promptly send written notice of the dismissal and reason(s) simultaneously to the parties.

# Investigations

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*Additional Allegations = New Notice of Allegations*

## ENSURE

- Burden of proof and burden of gathering evidence rest on the recipient

## PROVIDE EQUAL OPPORTUNITY

 For parties to...

- Present witnesses and other evidence
- Have others present during any grievance proceeding
- 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

# Investigation Timeline

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- Gather Evidence
- Present Evidence to Parties
  - Parties have 10 days to submit a written response
- Create Investigative Report
- Send Investigative Report to Parties/Decision Makers
  - Parties have 10 days to review and provide a written response
  - Response may include additional questions to be asked of the other party
- Make Decision regarding Responsibility
  - Written and provided simultaneously to both parties
- Allow for Appeal
  - Once the time to appeal has expired, or the appeal decision is made, the process is complete

# 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**

# Retaliation Is Prohibited

## 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...**

**OR**

## Because the individual has

- made a report or complaint,
- testified,
- assisted, or
- participated or refused to participate in any manner in
  - an investigation,
  - proceeding, or
  - hearing



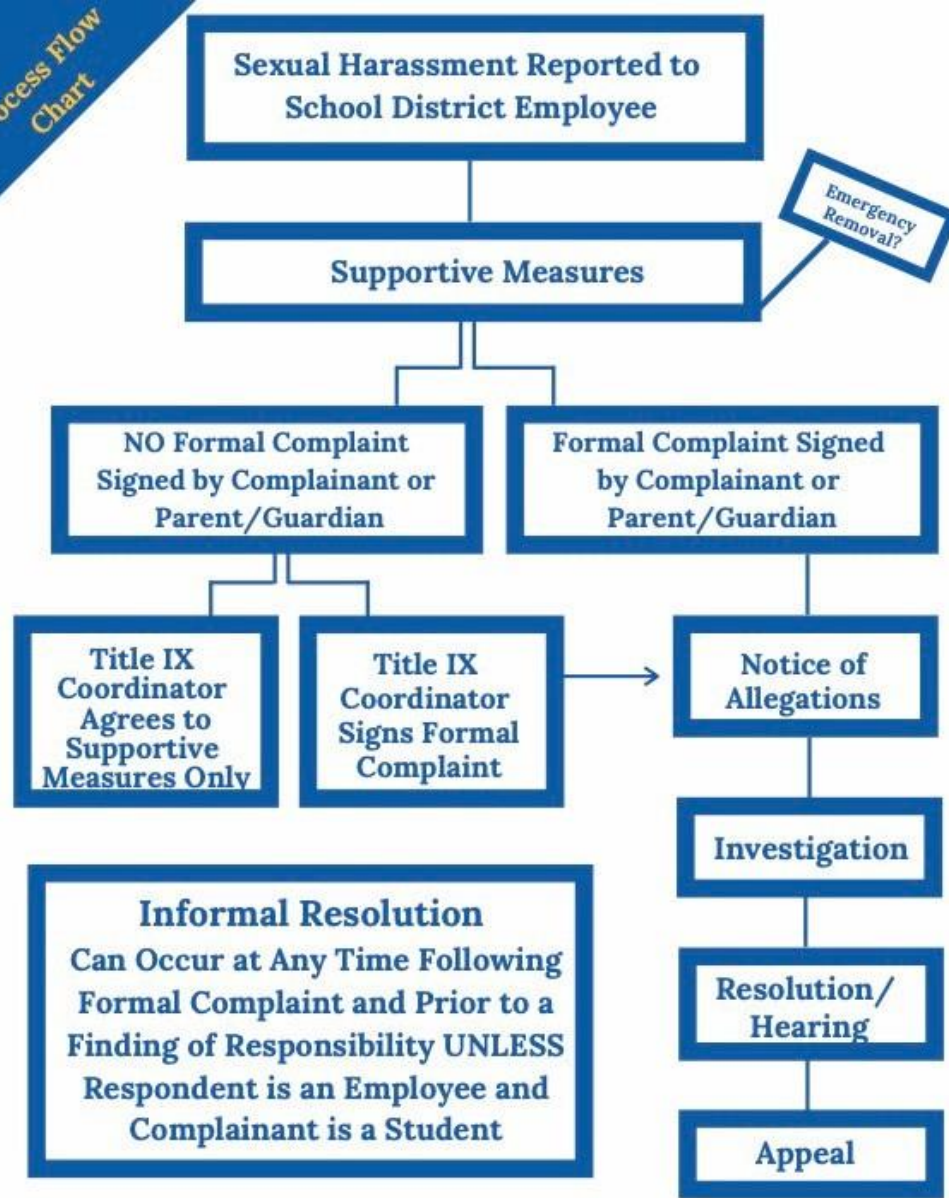
**Charges** against an individual for code of conduct violations **that do not involve sex discrimination** or sexual harassment, **but arise out of the same facts** or circumstances as

- a report or complaint of sex discrimination, or
- a report or formal complaint of sexual harassment,

**Are also retaliation** if it is for the purpose of **interfering with any right** or privilege secured by Title IX.

# General K – 12 Process Flow Chart

Process Flow  
Chart



\*A Formal Complaint MUST be dismissed if it does NOT meet definition of Sexual Harassment, occur in education program or activity, or in the U.S.

\*A Formal Complaint MAY be dismissed at request of Complainant, if Respondent no longer at institution or institution is prevented from gathering evidence.



## EAC Detailed Flow Chart

# BASIC TITLE IX PROCESS



**1**  
**SEXUAL HARASSMENT REPORTED**

**2**  
**FORMAL COMPLAINT BY COMPLAINANT/TITLE IX COORDINATOR**

**3**  
**NOTICE OF ALLEGATIONS**

**4**  
**INVESTIGATION**

**5**  
**Q & A AND RESOLUTION**

**6**  
**APPEAL**



# Common Deficiencies



- Policies and Procedures that are not user-friendly, do not comply with regs
  - Policies often missing in Arkansas:
    - Reasonably prompt time frames for conclusion of grievance process
    - The range or list of the possible disciplinary sanctions and remedies
    - The range of supportive measures
- Failure to resource/train Title IX team
- Not following policies/procedures - including notices required
- No training for staff and faculty re: reporting obligations - new regulations will require this
  - Not posting the training materials
- Disciplining outside of the Title IX process
- Waiting on law enforcement to start process
  - Not fulfilling reporting requirements of Arkansas law or district policies



# EQUITY ASSISTANCE CENTER TEAM

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

Arkansas Department of Education  
Division of Elementary and Secondary Education  
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## **EAC-South Contact**

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**Contact Max:**

**[maltman@southerneducation.org](mailto:maltman@southerneducation.org)**



# Resources

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## Office for Civil Rights

### Title IX Law - 34 CFR § 106

- <https://www.ecfr.gov/current/title-34/subtitle-B/chapter-I/part-106>

### U.S. Department of Education Title IX Website

- <https://sites.ed.gov/titleix/>

### Dear Colleague Letter on Accommodating Students' Interests – Three-Part Test

- <https://www2.ed.gov/about/offices/list/ocr/letters/colleague-20100420.pdf>

### Questions & Answers on the Three-Part Test DCL

- <https://www2.ed.gov/about/offices/list/ocr/docs/title9-qa-20100420.html>

### Title IX Website

- <https://dese.ade.arkansas.gov/Offices/legal/equity-assistance-center/title-ix>

### Playlist on the ADE YouTube Channel

- <https://www.youtube.com/playlist?list=PLj2vxyuu8hVBvwwg4Hr30Mq7mv5ULHLKBJ>

### Title IX NPRM Summary of Major Provisions Chart

- <https://www2.ed.gov/about/offices/list/ocr/docs/t9nprm-chart.pdf>

### FACT SHEET: U.S. Dept of Ed's 2022 Proposed Amendments to its Title IX Regulations

- <https://www2.ed.gov/about/offices/list/ocr/docs/t9nprm-factsheet.pdf>

### Title IX NPRM Summary of Major Provisions Chart

- <https://www2.ed.gov/about/offices/list/ocr/docs/t9nprm-chart.pdf>

### Supporting the Academic Success of Pregnant and Parenting Students

- <https://www2.ed.gov/about/offices/list/ocr/docs/pregnancy.pdf>

## Equity Assistance Center (EAC)

### Title IX Sexual Harassment Investigation Flow Chart

- [https://dese.ade.arkansas.gov/Files/Title\\_IX\\_Sexual\\_Harassment\\_Investigation\\_Flowchart\\_-\\_EAC\\_-\\_June\\_2021\\_20210824134347.pdf](https://dese.ade.arkansas.gov/Files/Title_IX_Sexual_Harassment_Investigation_Flowchart_-_EAC_-_June_2021_20210824134347.pdf)

### Title IX Sexual Harassment Personnel Brochure

- [https://dese.ade.arkansas.gov/Files/Title\\_IX\\_Sexual\\_Harassment\\_Personnel\\_Brochure\\_-\\_EAC\\_-\\_June\\_2021\\_20210824134407.pdf](https://dese.ade.arkansas.gov/Files/Title_IX_Sexual_Harassment_Personnel_Brochure_-_EAC_-_June_2021_20210824134407.pdf)

## Federal Bureau of Investigations

### National Incident-Based Reporting System (NIBRS) Offense Definitions

- [https://ucr.fbi.gov/nibrs/2019/resource-pages/nibrs\\_offense\\_definitions-2019.pdf](https://ucr.fbi.gov/nibrs/2019/resource-pages/nibrs_offense_definitions-2019.pdf)