



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 subjected to discrimination under any education program or activity receiving federal financial assistance”

- Title IX Education Acts of 1972

Title IX includes:

Program equity

Sex/Gender Discrimination

Sexual Harassment

- Quid Pro Quo
- Hostile Work Environment
- Retaliation

Title IX Definition of Sexual Harassment:

Sexual harassment is behavior, on the basis of sex, that satisfies one or more of the following:

- A District employee conditions the provision of an aid, benefit, or service of the District on an individual's participation in unwelcome sexual conduct; or uses the rejection of sexual conduct as the basis for academic decisions that affect the individual.
- 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 school district's educational program or activity
- Sexual assault, dating violence, domestic violence, or stalking.

Examples of Sexual Harassment:

Examples:

- Requests or propositions for sexual favors;
- Unwelcome touching;
- Performing sexual gestures;
- Telling sexually explicit or crude jokes;
- Spreading rumors related to a person's alleged sexual experiences;
- Circulating emails or electronic material of a sexual nature;
- Teasing or name-calling related to sexual characteristics/gender roles.

Title IX Applicability:

Fayetteville Public Schools will take action if sexual harassment occurs at any location, event, or circumstance over which the district exhibits substantial control over the alleged harasser and the context in which the harassment occurred.

Title IX Coordinator:

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Title IX Inquiries and Complaints

Any person may report sex discrimination, including sexual harassment, to the Title IX Coordinator in person or by using the mailing address, telephone number, or email address provided. A report may be made at any time, including during non-business hours, and may be on the individual's own behalf or on the behalf of another individual who is the person alleged to be the victim of the conduct that could constitute sex discrimination or sexual harassment.