Title IX is a federal civil rights law that prohibits discrimination on the basis of sex in education programs and activities. Sexual discrimination includes all forms of gender-based violence and harassment, sexual assault and abuse, and need not rise to the level of criminal conduct to violate Title IX.

What are examples of prohibited conduct under Title IX?

- Unwelcome sexual advances;
- Requests for sexual favors;
- Sexually motivated physical, verbal, or nonverbal conduct (even electronically or online);
- Harassment based on gender, expression of characteristics perceived as stereotypical for the student's gender, or failure to conform to stereotypical notions of masculinity or femininity

Who does Title IX protect?

Title IX protects everyone who interacts with a school from all forms of sexual discrimination, including parents and guardians, students, employees, school visitors and applicants.

Where do Title IX protections apply?

Title IX applies in all educational programs and activities. This includes school-sponsored activities, school-recognized activities, and travel that occurs away from school.

What can I do to help prevent sexual discrimination at my school?

- Model a culture of respect;
- Create a positive school (and classroom) climate;
- Have a clear "no tolerance" policy for harassment, discrimination, and violence; and
- Immediately report alleged prohibited conduct to the Title IX Coordinator.

What can my school do to help protect students from sexual discrimination?

- Provide regular, proper, in-depth trainings for faculty and staff;
- Conduct immediate and appropriate investigations of reports and complaints; and
- Provide appropriate protection, support, and discipline when discrimination occurs.

How can schools comply with Title IX guidance?

- Appoint a Title IX Coordinator to coordinate the investigation of allegations and any resulting disciplinary process (the Title IX Coordinator must have no other job responsibilities that create a conflict of interest with their duties under Title IX);
- Have an accessible process for complaints, prompt investigation, and hearing/resolution;
- Provide accommodations to students who have been harmed (such as changes in class schedules and preferential use of common spaces) and no-contact directives to alleged perpetrators (these directives should not be mandated on the person who has been harmed);
- Avoid retaliation against anyone who reports sexual discrimination; this includes instances where a school district, students and/or school personnel take an adverse action, such as suspension, schedule changes, or school transfer, against a student because they report or complain about harassment, assault, or discrimination or limit a student’s freedom of speech after a report or complaint has been made.

If you receive a report or suspect that a student has experienced sexual violence or harassment, immediately notify the District’s Title IX Coordinator at ________________ .