



Title IX and Sexual Harassment Training

Ellington Public Schools

Title IX Coordinator

Dr. Kristy LaPorte

Director Of Special Services

860-896-2300

Please Contact with any questions

You also have a School Title IX Coordinator (Principals/Assistant Principals)



Title IX

Title IX of the Education Amendments of 1972 prohibits sex discrimination in education and in education employment.

“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.”



Ellington Policy on Nondiscrimination

Nondiscrimination Policy 5145.4 through 5145.52 (This policy is being updated due to new regulations July 2020)

https://www.ellingtonpublicschools.org/uploaded/District_files/boe/policy/Policy_Manual/BOE_Policy_2019_07_03.pdf



Connecticut Law Sec. 10-15c

The public schools shall be open to all children five years of age and over...and each such child shall have, and shall be so advised by the appropriate school authorities, an equal opportunity to participate in the activities, programs and course of study offered in such public schools...without discrimination on account of race, color, sex, religion, national origin, or sexual orientation.



Connecticut Protected Classes

- race
- color
- religious creed
- sex
- age
- national origin
- ancestry
- marital status
- sexual orientation
- Intellectual Disability
- physical disability or learning disability, or
- any other basis prohibited by Connecticut or federal law



District Coordinator


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Gender Equity Is

- An equal chance for learning for female and males
 - Equitable options to learn subjects and prepare for future education, jobs and careers
 - No limits on expectations due to gender
 - Equal encouragement for both females and males to develop achieve and learn
- Equitable treatment of male and female students
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Examples Of “Intentional” Discrimination?

Guidance counselors consistently tell male students about opportunities to take engineering classes, but fail to mention those opportunities to female students.



Teachers consistently call on boys more than girls.



Recruitment materials feature only girls in child care classes.



A principal refuses to promote a woman to assistant principal because he believes she will soon get pregnant and leave.



What Is Retaliation?

*Any form of adverse treatment, which for **students** can include:*

Suspension or expulsion

Reduction in grades

Denial of permission to participate on teams, or change in position on team, amount of playing time, etc.

Harassment in class or on field



What Is Retaliation?

*Any form of adverse treatment, which for **employees** can include:*

Demotion or termination

Reduction in pay

Material change in job duties

Harassment on the job

Refusal to give positive job references



Equal Benefits/Services

*Boys' and girls' athletics programs must be **equal overall**,* including:*

Scheduling

Travel

Coaching

Locker rooms/facilities

Medical/training services

Publicity

Recruiting

Tutoring


Housing/dining

* No “booster club” exception




Title IX: Pregnancy

BASIC RULES

- Schools may not discriminate (in academic or extracurricular activities) based on pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions.
 - Schools must treat students affected by pregnancy and related medical conditions the same as students similarly affected by temporary disabilities.
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Recommendations

- ❑ Ensure compliance with Title IX (school climate)
 - ❑ Excused absences for illness or medical appt. of student's child
 - ❑ Flexibility in scheduling
 - ❑ Goal-setting and guidance, encouragement
 - ❑ Individualized graduation plans
 - ❑ Home instruction during maternity leave
 - ❑ Child care, transportation assistance
 - ❑ Secondary pregnancy prevention
 - ❑ Access to social services and health care
 - ❑ "Parenting" classes teaching range of life skills
 - ❑ Outreach to dropouts
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Stipulations

School systems or other recipients of federal funds must designate at least one employee as the Title IX coordinator to oversee compliance efforts and investigate any complaints of sex discrimination.




Although at least one employee

is required to be designated to coordinate compliance with Title IX, it is the shared responsibility of the entire school district, from top-level administration to individual staff, to foster compliance.



Stipulations continued...

All students and employees must be notified of the names, office address(es), and telephone number(s) of the designated coordinator(s) of Title IX as well as the grievance procedures and nondiscrimination policies must be made public.



Harassment *Is* Discrimination

Harassment includes:

- Sexual harassment
- Gender-based harassment (name calling, stereotyped remarks)



Sexual Harassment


Title IX requires schools to have an anti-discrimination policy and grievance process to address sex discrimination, including sexual harassment.

Legal obligation to take steps to prevent harassment and address any harassment that occurs


Need to step in *before* conduct amounts to unlawful harassment




Sexual Harassment Is:

- Conduct of a **sexual nature**;
 - That is **unwanted and unwelcome**; and
 - That **interferes with a student's right** to learn, study, work, achieve, or participate in school activities in a comfortable and supportive atmosphere.
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Harassment Can Take Place

- In classrooms
 - In hallways
 - On school grounds
 - On school buses
 - On field trips
 - At sporting events
 - At teachers' offices or homes
 - Off campus; elsewhere
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Harassment Can Be:

- Perpetrated by a teacher, student or third party
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 - Directed by either gender at the other
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 - Directed at a victim of the same gender as the harasser, as long as the harassment is based on sex, not sexual orientation
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Harassment Can Cause

- Physical or emotional injury to victims
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- Disruption of education
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- Damage to a school's reputation
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- Legal liability for a school



Examples of Hostile Environment Harassment

Physical Conduct

- Unwelcome sexual advances
- Unwanted hugs, touches or kisses

Non-Physical Conduct

- Suggestive or lewd remarks or jokes
- Derogatory or pornographic posters, cartoons, screen savers

How Can You Tell If Advances Are “Unwelcome

Put yourself in the position of the alleged harasser and ask:

Would you want your behavior to appear on the evening news?

- Is there a difference in status or power between you two?
- Would you behave the same way if a family member were standing next to you?
- Would you want someone else to act this way toward your spouse or significant other?

Sexual Harassment Board of Education Policy

Policy Numbers:

http://www.ellingtonpublicschools.org/uploaded/District_files/boe/policy/BOE_Policy_2017_06_01.pdf

4118.112

4218.112



What Should You Do If Harassment Occurs?

Don't Wait For A Complaint

- Need to address harassment whenever you become aware of it, whether or not a formal complaint is filed
- Report to administration




What Should You Do If Harassment Occurs?

Stop Any Ongoing Harassment Immediately.


- Moving quickly tells everyone that such behavior is not acceptable and that your school takes harassment seriously.
- You also must take steps necessary to ensure that the harassment does not recur. Contact your school coordinator Or the District Coordinator Dr. LaPorte 860-896-2300 x115

Dangerous Words


When responding to a complaint, be careful that these words don't come out of your mouth:

- It's just teasing- no big deal.
 - The people in our school would never do...
 - I know he/she didn't mean anything like that.
 - It's your fault for dressing so provocatively.
 - You need to learn to handle these things.
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Dangerous Words


- Just ignore it.
 - He puts his arms around everyone.
 - Why can't you learn to accept a compliment?
 - You must have wanted it- otherwise you would have told him no.
 - That's how they do things where he comes from.
 - It's a joke. Lighten up.
- No one's filed a charge so our hands are tied
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Dangerous Words

- We've never had a complaint, so we don't have a problem.
 - This kind of behavior is all a part of growing up.
 - It's a matter of hormones, we can't control that.
 - If we had to discipline every student who used bad language we'd never get anything else done.
 - Its just a prank that got out of hand.
 - Oh well, boys will be boys.
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Additional Strategies

Teachers:

- Act quickly when confronted with sexual harassment.
 - Ensure that you report any instances of harassment of which you are aware to the person designated by the school to handle such complaints.
 - Strategize with students about improving the classroom environment.
 - Enlist the support of parents.
 - Make certain the classroom is a welcoming environment for all students.
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Questions

- Who is your School Title IX Coordinator?
 - Who is your District Title IX Coordinator?
 - If you are feeling harassed by a student, peer, administrator or other staff member, what are your next steps?
 - If a student comes to you with concerns about feeling harassed by another student, faculty member, administrator or staff member, what your next steps?
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