ExCEL After School Title IX Guide

What Is Title IX?

Title IX of the Education Amendments of 1972 prohibits sex discrimination in education, including K-12 schools. Title IX is a federal law that has been used to promote equity in education by ensuring that girls and women receive equal resources and treatment in the classroom and provides protections for students who are sexually harassed and discriminated against and/or bullied based on their gender.

What Is Covered Under Title IX?

1. Harassment by students
2. Harassment by administrators/teachers/staff
3. Harassment by volunteers or school visitors

Definition of Sexual Harassment:

Sexual harassment includes verbal, visual or physical conduct of a sexual nature which may have a negative impact upon the victim's academic or work performance or creates an intimidating, hostile, or offensive educational/work environment.

Examples of Sexual Harassment	
1. Making comments or jokes about a students body 2. Online or text message sharing of pictures of videos of a sexual nature 3. Insults about a students dating, romantic, or sexual history 4. Writing notes, letters, or graffiti that are sexually explicit	5. Making obscene gestures or suggestive body movements that are sexual in nature. 6. Unwanted hugging, kissing, or other forms of unwanted sexual contact 7. Touching an intimate part of another person's body without consent 8. Dating Violence 9. Sexual assault

After School Role in Initiating a Title IX Investigation

Investigate	Communicate	Support
1. Gather as much information as possible from the reporting party Make sure to notify parents of what has been reported. Consider mandatory reporting requirements 2. Immediately notify ExCel supervisor or site administrator - share all information. They should take the lead on the investigation. You may be asked to assist in the interview or check in on the student later. 3. Ensure that the accused is provided an opportunity to tell their side of the story. 4. Collect physical evidence of the allegations (e.g. texts, emails, voice recordings, etc.) if available. 5. Be sure to only collect facts from those directly involved and do not rely on hearsay/second hand information.	1. Connect with your site administrator as soon as possible as investigations are time sensitive 2. Connect with ExCEL through a Google Crisis Form and/or email. 3. Contact your Program Manager and possibly Director as well to share details.	1. Check-ins are helpful to maintain a safe and supportive environment for youth and staff following an incident. 2. Connect with the School Social Worker to discuss outside supports available for involved parties or witnesses.