



**EQUAL EDUCATIONAL OPPORTUNITIES (EEO)/ADA COMPLIANCE**

# **TITLE IX FINAL REGULATIONS**

**PRINCIPALS**

# EQUAL EDUCATIONAL OPPORTUNITIES(EEO)/ADA COMPLIANCE

## TITLE IX

The U.S Department of Education's Office for Civil Rights (OCR) enforces Title IX of the Education Amendment of 1972. Title IX protects people from discrimination based on sex in education programs or activities that receive federal funds.

### Title IX states:

No person in the United States shall, on the Basis of sex, be excluded from participating in, denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.



# EQUAL EDUCATIONAL OPPORTUNITIES(EEO)/ADA COMPLIANCE

The U.S Department of Education amended the Regulations implementing Title IX of the Education Amendment. The Final Rule was issued in May 2020 and it becomes **effective August 14, 2020.**



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## Who/what activities are covered by Title IX?

Title IX protects students, employees and applicants against sex discrimination in connection with all academic, educational, extracurricular, athletic and other programs that occur:

- On-campus
- Off-campus activities that are school-related (school bus, class at another location, field trips, interscholastic athletics)
- Admission, recruitment & retention, scholarships, counseling and appraisal materials, administration of courses, marital/parental status and pregnancy and employment. (pregnant & parenting student).



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## The Title IX 2020 Final regulation specify the following **administrative requirements:**

- **Adopt** policies & procedures for preventing and correcting sex discrimination, including sexual harassment & sexual misconduct. (SB Policy # 4001.1)
- Designation of a **Title IX Coordinator**
- How to **report** Sexual Harassment
- **Respond** to allegations of sexual harassment and promptly support the alleged victim.



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The Title IX 2020 Final regulation specify the following **administrative requirements: (continued)**

- Adopt a **Grievance/investigative** procedure fair & impartial that provides due process for alleged victim and alleged perpetrator of sexual harassment. (SB Policy 4001.1)
- Effectively implement **remedies for victims.**
- Retaliation
- Title IX training



# EQUAL EDUCATIONAL OPPORTUNITIES (EEO)/ADA COMPLIANCE

## VERY IMPORTANT REQUIREMENT & RESPONSIBILITY:

### Respond/Report to Sexual Harassment:

When the District has actual knowledge, with or without a formal complaint, of sexual harassment in its education program or activity against a person, it will respond promptly and in a manner that is not deliberately indifferent. ( Any individual who works in the District who has knowledge of a sexual harassment must report such a behavior.)

Principals/Supervisors must contact the Director of EEO/ADA Compliance/Title IX Coordinator, to report any complaints of sex discrimination including sexual harassment.



# EQUAL EDUCATIONAL OPPORTUNITIES (EEO)/ADA COMPLIANCE

**For staff to staff sexual harassment complaints,** obtain a written statement from the complainant and contact the Director of EEO/ADA Compliance/TITLE IX Coordinator for guidance as to how to address the issue either at the school level or for EEO to initiate an investigation.

**For Student to student sexual harassment complaints,** the School Assistant Principal conducts the investigation and he/she will contact the Director of EEO/ADA Compliance/ Title IX Coordinator for guidance, regarding Title IX (assistance/remedies for the victim). The decision maker cannot be the investigator, so the Assistant Principal is the investigator and the Principal is the decision maker.





## RETALIATION

No recipient or other person shall intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or its implementing regulations, 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 under Title IX and its implementing regulations



**Questions? Need Assistance?**

**EEO/ADA Compliance**  
**754-321-2150**

