



What You Need to Know About Title IX and Sexual Harassment

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What is Title IX?

- ❖ Title IX of the Education Amendments of 1972 is a federal law that prohibits discrimination on the basis of sex in education programs or activities operated by recipients of federal financial assistance.
- ❖ Duneland School Corporation is recipient of federal financial assistance.

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.



What Does Title IX Cover?

Title IX prohibits:

- 1. Sex Discrimination;**
- 2. Sexual Harassment (sexual harassment is unwelcome conduct of a sexual nature, including unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature);**

Two Types of Sexual Harassment

1. Quid Pro Quo

- ❖ Employment or educational decisions based on a request for sexual favors.
- ❖ “This for that”

2. Hostile Environment

- ❖ Unwelcome conduct that:
 - * Unreasonably interferes with an employee’s ability to work or a student’s ability to learn, or
 - * Creates an intimidating, hostile, or offensive work or learning environment.



Examples of Sexual Harassment

1. Direct or implied threats that submission to sexual advances will be a condition of advancement or promotion in any endeavor, including but not limited to employment, work status, promotion, or academic grades;
2. Direct propositions of a sexual nature;



Sexual Harassment (continued)

3. Unnecessary touching, hugging, or brushing against another person's body;
4. Sexually explicit statements, questions, or jokes; or
5. Remarks of a sexual nature about a person's clothing or body, sexual activity, sexual orientation, gender identity, or previous sexual experience.





What Sexual Harassment Looks Like

- ❖ The person engaging in harassing behavior is often in a position of power, influence, or authority over the individual toward whom the conduct is directed.
- ❖ Questionable conduct is more likely to be harassment if it is repeated.
- ❖ Sexual harassment can also be based on power and intimidation as opposed to sexual interest.

Responding to Sexual Harassment

Sexual harassment is unlikely to stop until confronted. In some cases, this may mean informing the person directly that his or her actions are offensive and unwelcome. Other situations may require an informal talk from a supervisor, a formal reprimand, or a disciplinary hearing.



Responding to Incidents of Sexual Misconduct:

1. Listen

- ❖ It is critical that you listen, are present, avoid judgement, and do not blame the person for what happened.
- ❖ If the person prefers no action be taken at that time, he/she should be informed that his/her preference will be shared with the Title IX Coordinator.



2. Understand Confusing Emotions

- ❖ The person may feel a variety of confusing emotions like panic, helplessness, guilt, shame, numbness, or denial.
- ❖ The person's flat or emotionless display immediately after an incident of sexual misconduct strikes many as being an inappropriate response. However, such a reaction is the result of natural painkillers released by the human body in response to physical trauma.



Recognize Secondary Trauma (continued)

- ❖ Research suggests that hesitancy or even inconsistency with which a person who reports an incident of sexual misconduct may be the result of the brain's natural response to physical trauma.
- ❖ The two structures in the brain responsible for memory creation are both highly sensitive to the flood of hormones released during an incident of sexual assault.



4. Avoid Judgment

- ❖ Avoid statements that indicate that you do not believe the person.
- ❖ Avoid statements and comments about possible outcomes.
- ❖ Avoid potential revictimization by directing the person to their Counselor



Reporting Options & Rights

- ❖ File a complaint with School Administrator, Supervisor, or Title IX Coordinator
- ❖ File a criminal complaint with an SRO or Chesterton Police
- ❖ Refer to the School Corporation's Policy





Duneland's Complaint Resolution Process

If the alleged violator of policy is a student:

- ❖ File a complaint with your school administrator or Title IX Coordinator

If the alleged violator of the policy is a nonstudent:

- ❖ File a complaint with the Title IX Coordinator

If the alleged violator of policy is an employee:

- ❖ File a complaint with your supervisor or Title IX Coordinator

If the alleged violator of the policy is a nonemployee:

- ❖ File a complaint with the Title IX Coordinator

Bystander-Focused Prevention of Sexual Misconduct

- ❖ Bystanders are often unsure of themselves as responders.
- ❖ They are unclear about whether intervention is needed or welcome, or what they should do to help.
- ❖ The lack of awareness allows the sexual misconduct to continue.



Bystander-Focused Prevention of Sexual Misconduct (continued)

5 Steps for Bystander Intervention:

1. Notice the event
2. Interpret the event as a problem/emergency
3. Assume personal responsibility
4. Possess the skills to intervene
Make the intervention "Safe, Early, & Effective"
5. Implement the skills and help:
STEP UP!





Questions?

- ❖ Title IX Coordinator's Contact Information
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