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Why is this so important?

8

1 in 4 women experiences sexual assault before age 18	10% of children are targets of educator sexual misconduct before high school graduation
48% of U.S. students are subject to sexual harassment or assault at school before graduating high school	In 2010-2011, 36% of girls, 24% of boys and 30% of all students grades 7-12 experienced online sexual harassment

9

According to a **2017 report from the Justice Department**, only

23 percent

of all sexual assaults are reported to the police.

10

THIS DOESN'T ADD UP:

79% of public schools reported **zero incidents** of sexual harassment or bullying.

■ Reported at least one incident ■ Reported zero incidents

AAUW research has shown that nearly half of students in grades 7-12 reported experiencing some form of sexual harassment, yet more than three-fourths of schools reported zero incidents for the 2015-16 school year.

11

Harassment and assault can have long lasting, detrimental effects on victims

12

Effects on Individuals

Poor performance in school

Stress Disengagement Fear
Distraction Anger Mistrust Conflict
Acting out Absenteeism Drop-out
Suicide ANXIETY PTSD
DEPRESSION

13

Effects on Teams

Decreased focus
Lost productivity
Withdrawal
Absenteeism Neglect
Lack of trust in leadership Malingering
Turnover



14

Unfair processes can have long lasting, detrimental effects on the parties

15

Mattress Protest and Its Aftermath

Case of alleged rape at Columbia first yielded much sympathy for the accuser and protest, but ends with the university apologizing to the accused. The case has had on the discussion of sexual assault on campus.

By [Jeremy Baume-Wolf](#) // July 24, 2017



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Harassment Is Illegal
Including Sexual Harassment

17

ED Office for Civil Rights (OCR)

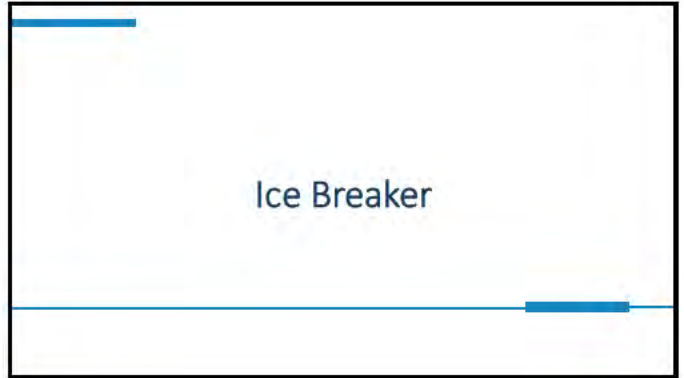


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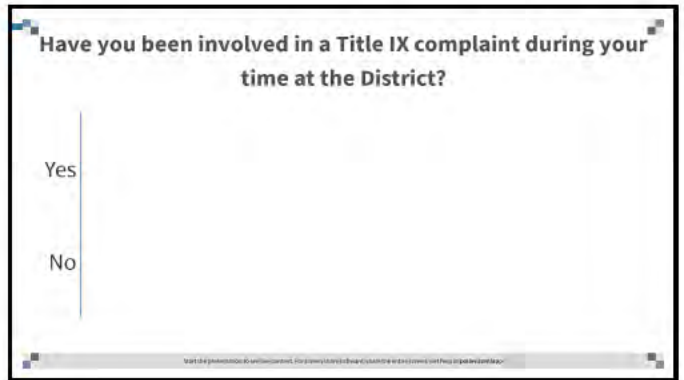
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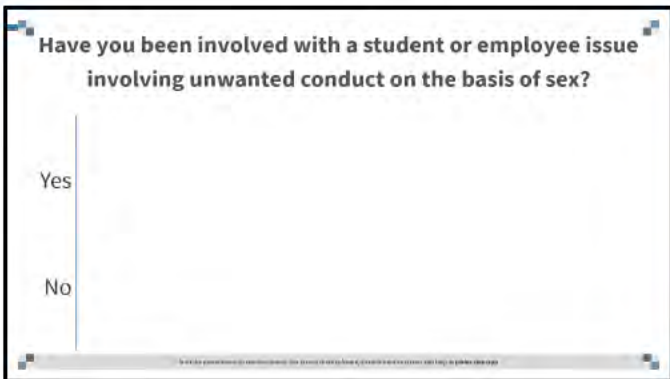
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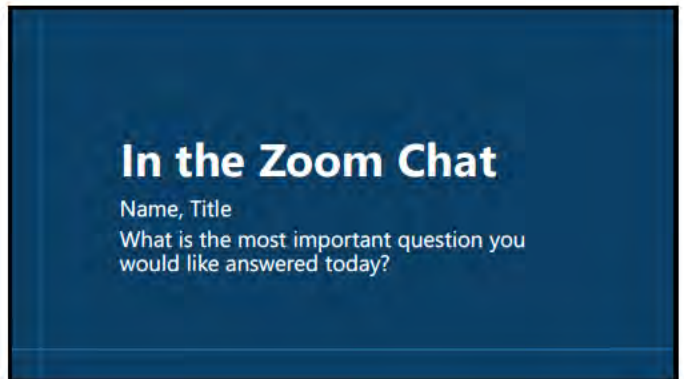
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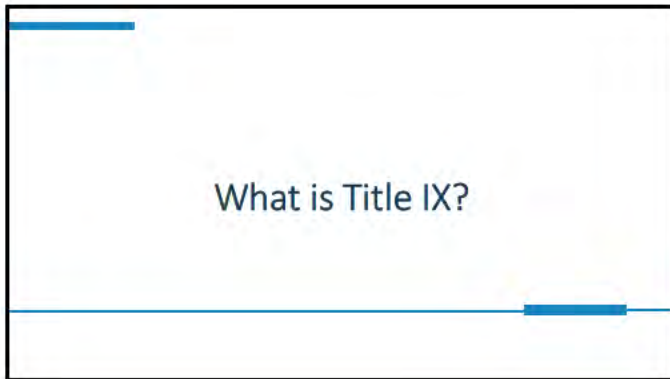
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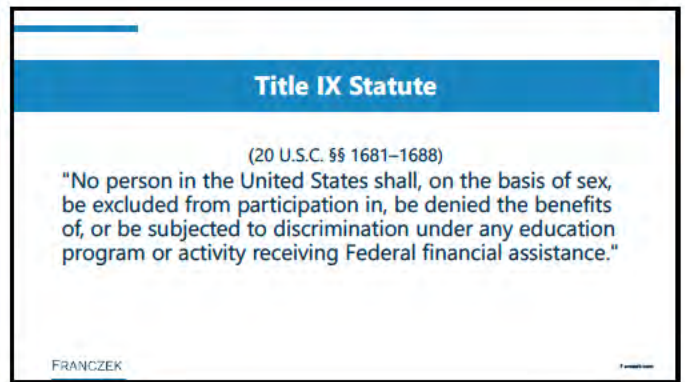
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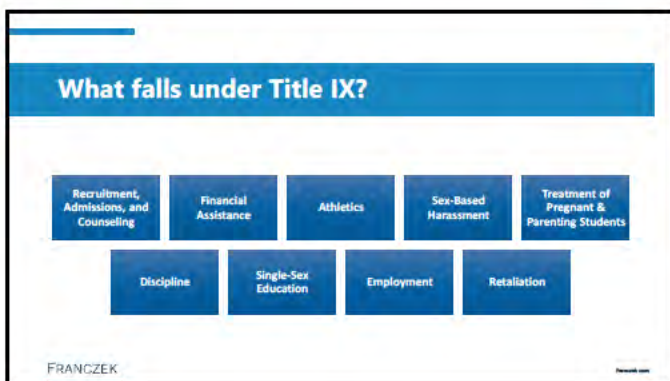
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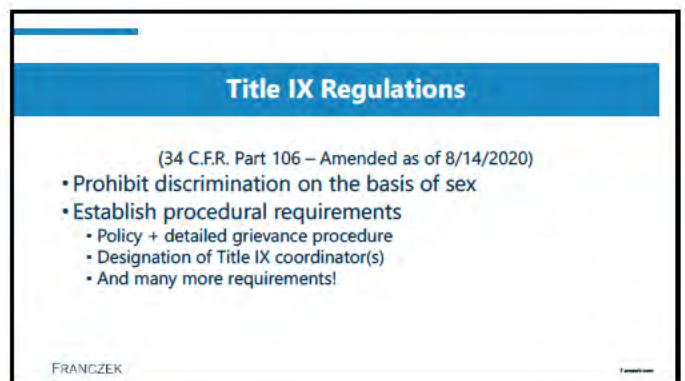
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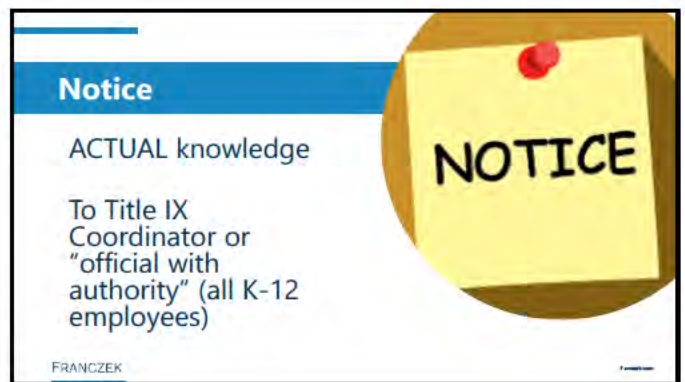
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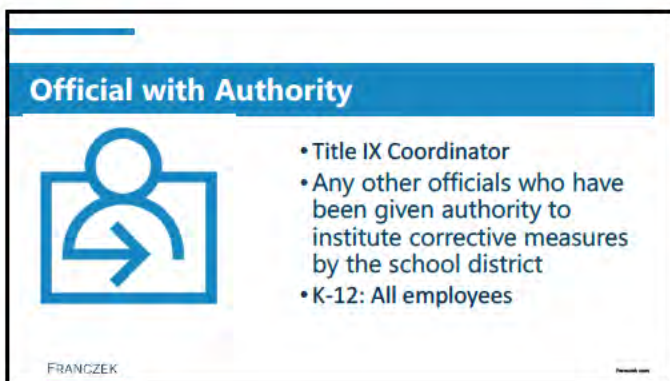
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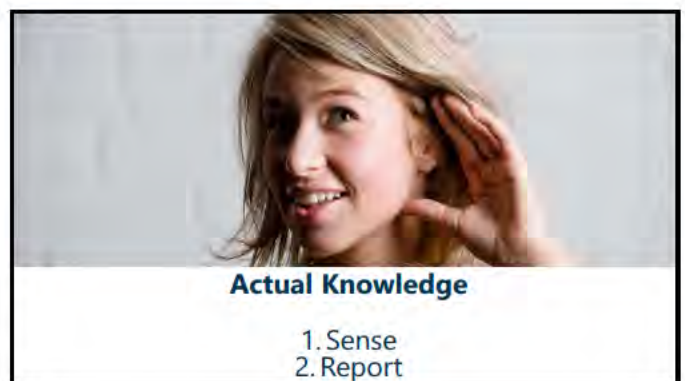
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Reporting Sexual Harassment: Who, How and When?

- Any person may report sex discrimination, regardless of whether the person is the alleged victim of the reported conduct
- Reports can be made by mail, by telephone, or by email, using the contact information listed for the Title IX Coordinator
- Or by any means that results in the Title IX Coordinator receiving the person's report
- Such a report may be made at any time, including during non business hours, by using the telephone number or electronic mail address, or by mail to the office address listed for the Title IX Coordinator

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Key Word: "Allegation"

Once a school has notice of an **allegation** that, **if true**, would constitute sexual harassment, it must respond

"Well, we didn't believe there was enough evidence it happened" does not get you past your responsibility to use your Title IX procedures

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Issue Spotting

Order of protection: Principal served with order of protection requiring 17 year old male student to have no contact with 16 year old female student due to alleged sexual assault off campus.

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Raise Your Hand

Is this notice under the new Title IX?

40

What is Sexual Harassment?

41

It Depends Who [Well, Which Law] You Ask

- Employment**
 - Illinois Human Rights Act
 - Title VII
 - Title IX
- Students**
 - Illinois Human Rights Act
 - Illinois Sex Equity Regulations
 - Title IX

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Title IX – What is Sexual Harassment?

Old Definition Unwelcome conduct determined by a reasonable person to be severe, pervasive or persistent as to interfere with or limit a student's ability to participate in or benefit from school services, activities, or opportunities	New Definition (8/14) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person's equal access to the school's education program or activity
---	---

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Unwelcome Conduct

- Not **Consent**
- Not **Participation**
- Not **Silence**
- Age Matters
- Intoxication Matters
- Culture Matters
- Ability Matters

**reasonable person



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What is "severe"?

51

Severe

"Severe" means something more than just juvenile behavior among students, even behavior that is antagonistic, non-consensual, and crass. The *Davis* Court made an explicit admonishment that "simple acts of teasing and name-calling" are not enough, "even where these comments target differences in gender." *Davis*, 526 U.S. at 651, 119 S.Ct. 1661; 652 ("t is not enough to show ... that a student has been teased or called offensive names." (quotation marks and editorial marks omitted)).²

Kollaritsch v. Michigan State Univ. Bd. of Trustees, 944 F.3d 613, 620 (6th Cir. 2019)

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What is "pervasive"?

53

Pervasive

"Pervasive" means "systemic" or "widespread," *id.* at 652-53, 119 S.Ct. 1661, but for our purposes, it also means *multiple* incidents of harassment; one incident of harassment is not enough. *Id.* (explaining that this cause of action does not cover "claims of official indifference to a single instance of one-on-one peer harassment"). The *Davis* Court hypothesized that a single incident could be sufficiently *severe* that it would result in the articulated injury—and we do not doubt that a sexual assault would be such a severe incident—but the Court held that a single incident would nonetheless fall short of Title IX's requirement of "systemic" harassment.

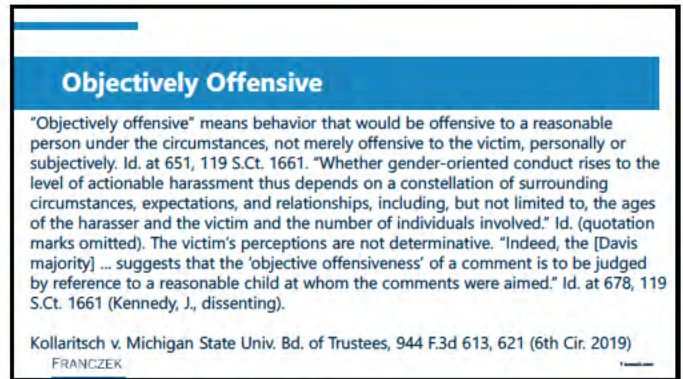
Kollaritsch v. Michigan State Univ. Bd. of Trustees, 944 F.3d 613, 620-21 (6th Cir. 2019)

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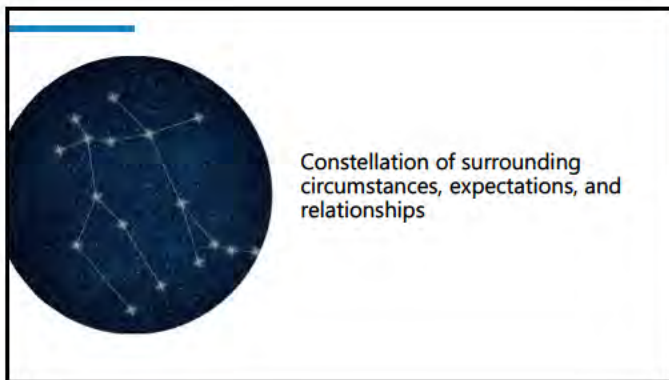
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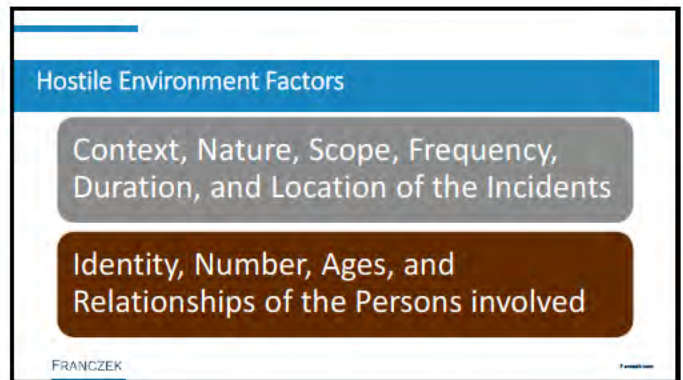
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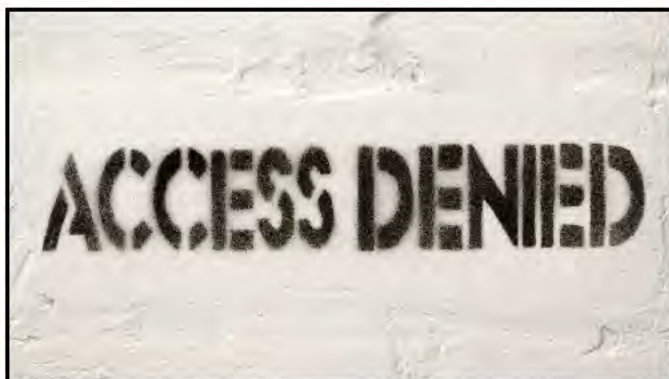
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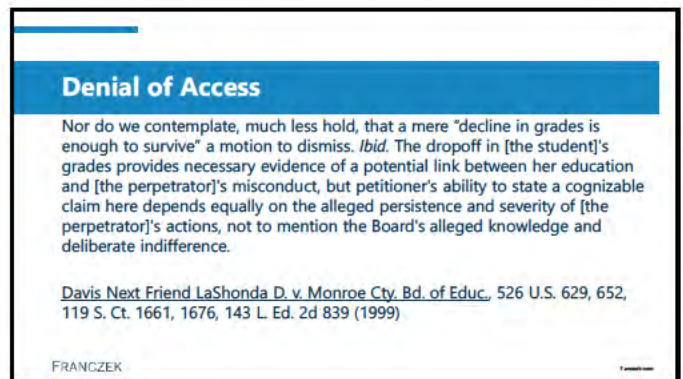
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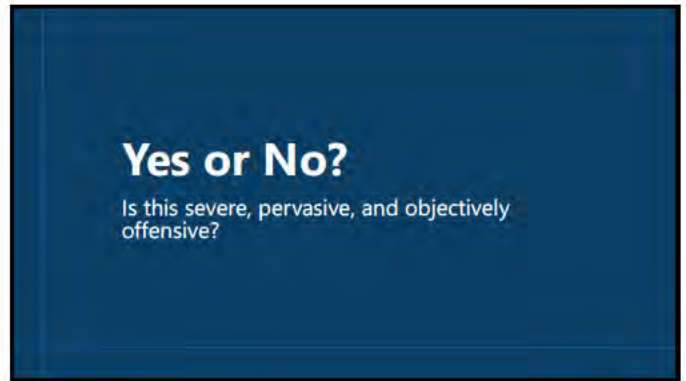
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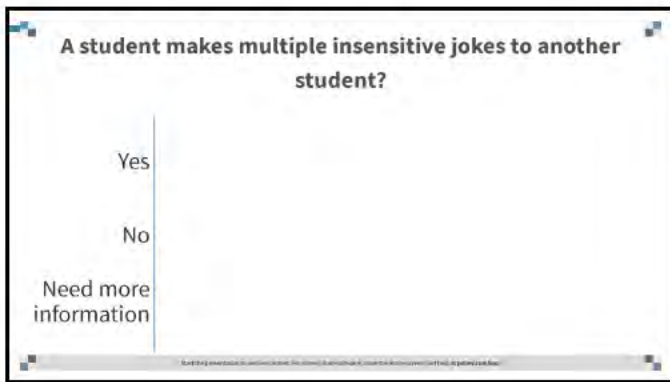
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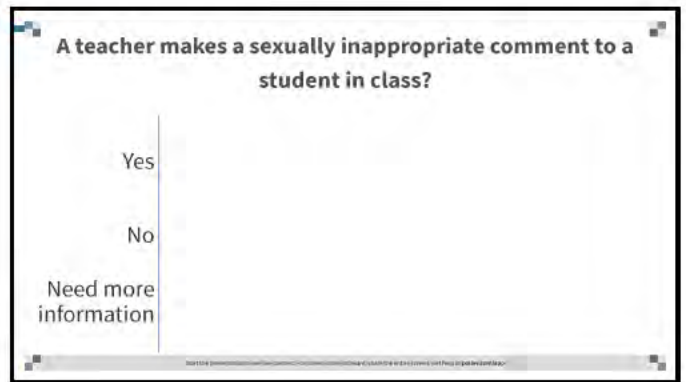
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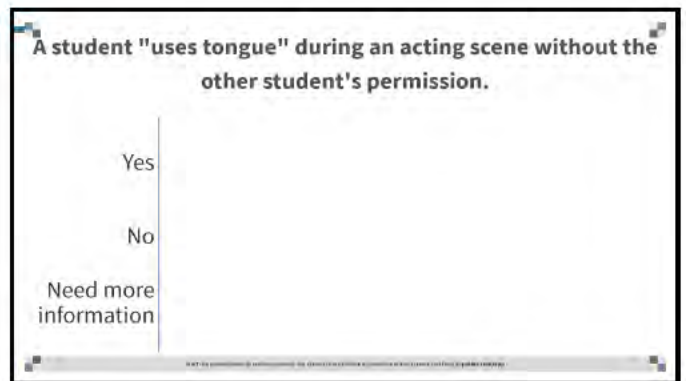
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66

A group of students (one sex) make a Facebook post rating students (another sex) by attractiveness and share with school community

Yes

No

Need more information

67

A teacher (one sex) tells a student (another sex) to trade a back rub in the classroom for a good grade on a test

Yes

No

Need more information

68

Students incessantly mock a female student for not wearing makeup saying she looks "like a boy"

Yes

No

Need more information

69

A student sends a completely nude picture to the student's significant other (another student)

Yes

No

Need more information

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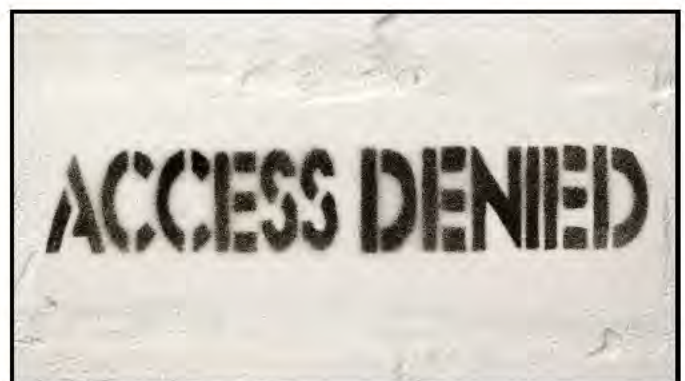
The recipient student forwards the photo to 20 classmates

Yes

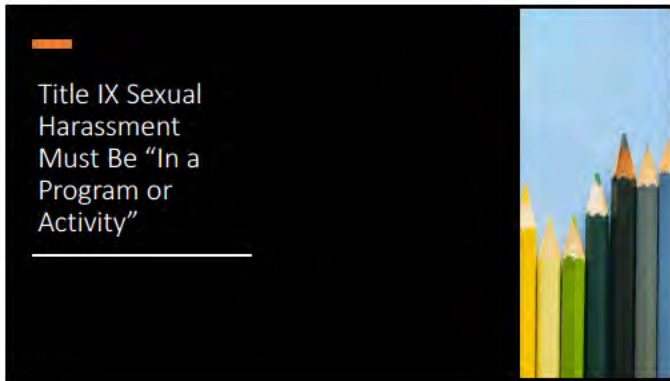
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Need more information

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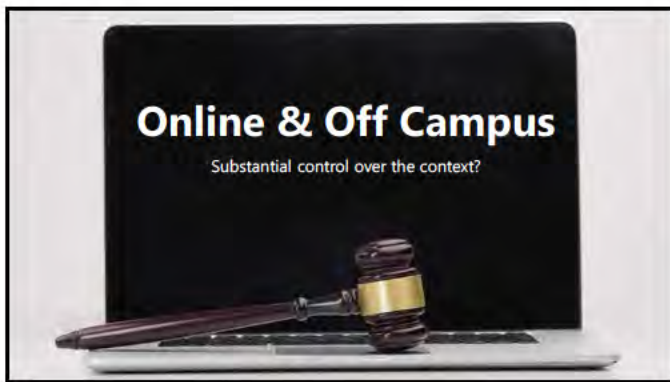
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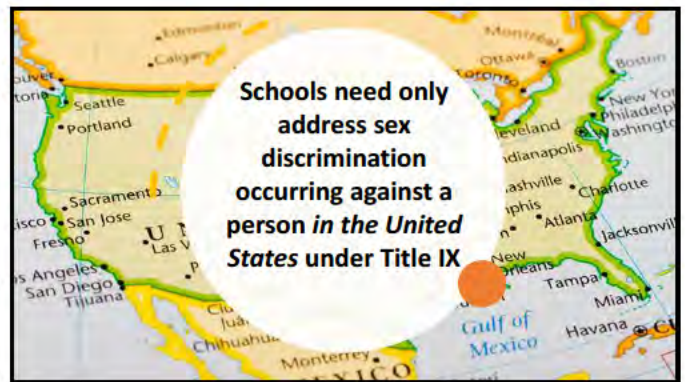
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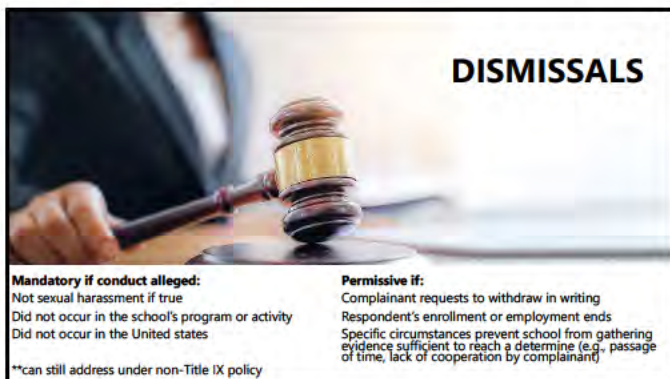
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Board Policies on Harassment

Option 1: NEW Board Policy 2:265 Title IX Sexual Harassment (for TIX Sexual Harassment *only*)

Option 2: Board Policy 2:260 Uniform Grievance Procedure (for any other violation of law, including other types of "sexual harassment")

Option 3: Other Board policies prohibiting conduct, e.g., bullying, sex equity policies

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DOUBLE JEOPARDY

an individual can **NOT** be tried twice for the same crime.

80



NEW Policy 2:265

Policy 2:260

BUT ALWAYS consider whether another non-"sexual harassment" policy or procedure applies

Conduct that, if true, would be "Title IX Sexual Harassment"
REMEMBER: if you find no responsibility, consider whether another sexual harassment policy should be used

Dismissal under Title IX Process
OR
Conduct that, even if true, would not "Title IX Sexual Harassment"

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Adequate Response

- 1 Initial Response/Supportive Measures
- 2 Informal Resolution (Voluntary)
- 3 Investigation
- 4 Decision
- 5 Appeal

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1 Initial Response/Supportive Measures

83

Title IX Coordinator

- Must be called Title IX Coordinator
- Must meet with alleged victims of sexual harassment (the Title IX Complainant) *upon actual knowledge of TIX SH even if no formal complaint filed*
- Can delegate responsibilities

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85

Title IX Coordinator (or designee) must promptly, **even if no Formal Complaint is filed:**

- Contact the Title IX Complainant to discuss the availability of "supportive measures"
- Consider the Title IX Complainant's wishes with respect to supportive measures
- Inform the Title IX Complainant of the availability of supportive measures with or without the filing of a formal complaint
- Explain the process for filing a Formal Complaint

New: Initial Response

86



87



88

Supportive Measures What Changed?	OLD TERM (OCR Guidance)	NEW TERM (Final Rule)
	<ul style="list-style-type: none"> • Used terms such as "interim measures" or "interim steps" to describe measures to help a complainant maintain equal educational access • Implied only available during pendency of investigation, did not mandate offering them, not clear if could be punitive or disciplinary, and did not clarify if available to respondents 	<ul style="list-style-type: none"> • Non-punitive, individualized services, offered as appropriate and without charge to a complainant or a respondent before or after the filing of a formal complaint, or where no complaint has been filed (34 C.F.R.106.30(a)). • Should be designed to restore or preserve equal access to the education program or activity without "unreasonably" burdening the other party • Should be confidential

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Examples of Supportive Measures

- Counseling
- Course modifications
- Schedule changes
- Increased monitoring or supervision

A supportive measure that completely removes a respondent from an activity would likely be considered punitive, except for "emergency removals" for students and "administrative leaves" for employees

90

Emergency Removal/ Admin Leave

Immediate emergency removal (34 C.F.R. 106.44(c))	Employee administrative leave (34 C.F.R. 106.44(d))
<ul style="list-style-type: none">Based on an individualized safety and risk analysisNecessary to protect a student or other individual from immediate threat to physical health or safetyNotice, opportunity to challenge provided "immediately" provided the removalConsider other laws, e.g., SB100, "change in placement" under IDEA	<ul style="list-style-type: none">Not prohibitedConsider state law, board policy, handbooks, and bargaining agreements

91

What about Protective Orders?

92

2 Informal Resolution (Voluntary)


93

Informal Resolution

INFORMAL RESOLUTION IS NOT PERMITTED UNDER THE FOLLOWING CONDITIONS:	INFORMAL RESOLUTION MAY MOVE FORWARD UNDER THE FOLLOWING CONDITIONS:
<ul style="list-style-type: none">Cannot condition enrollment, employment, or any right on waiver of right to investigation and adjudication of formal complaints under grievance procedureCannot require use of informal resolution processCannot offer informal resolution process until formal complaint is filedNot available to resolve allegations that employee sexually harassed a student	<ul style="list-style-type: none">Any time prior to reaching a determination, either party may request informal resolutionRequires voluntary, written consent from both partiesAny party has a right to withdraw prior to agreement

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Informal Resolution Facilitators

- We do not recommend using the Title IX Coordinator or investigator(s) or decisionmakers (complaint and appeal)

95



- To both parties
- In writing
- Allegations
- Requirements of informal resolution process (including circumstances under which the party cannot resume a formal complaint arising from the allegations)
- Resulting consequences of participating (e.g., records)

Written Notice: Required

96

3 Investigation

97

**New:
Formal
Complaint
Response**
34 C.F.R. 106.45(b)

- Requires a number of specific steps for investigating
- Major shift from previous, more deferential stance toward specific policies and practices for complaint resolution

98

ANATOMY OF AN INVESTIGATION

- Written notice to the parties
- Choosing an investigator
- Required elements of an investigation

99

- Written notice to known parties "upon receipt of written complaint"
- In sufficient time to allow respondent to prepare a response before any **initial** interview
- Must include:
 - Notice of grievance process, including any informal resolution process
 - Notice of allegations, in sufficient detail to allow respondent to prepare a response (names of known parties, conduct alleged, date and location of conduct, if known)


**More Steps:
Written Notice**

100

- Must include:
 - Statement that respondent presumed not responsible and that responsibility determined at conclusion of grievance process
 - Notice of parties' rights to have an attorney or non-attorney advisor and to inspect and review evidence
 - Notice of any provision in the code of conduct that prohibits knowingly making false statements or providing false evidence during the grievance process
- Must be supplemented if new allegations opened for investigation

**More Steps:
Written Notice**

101



**Written Notice:
Required**

- Informal resolution notice
- Notice at start of investigation
- Dismissal notice
- Interview notices
- Report
- Notice why proposed questions not asked on cross and why
- Written determination and notice of appeal rights

102



- Document information to complainant at initial meeting, including supportive measures requested/provided
- Document that review of evidence provided to both parties
- Document opportunity to ask questions, answers, follow-up questions, etc.

**Written Notice:
Recommended**

103



Who should investigate?

- Can be the Title IX Coordinator
- But should it?

104

Who should investigate?

- Trained
- Unbiased
- No actual or perceived conflict of interest
 - Consider "institutional interests"
- No prejudice of the facts

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Who should investigate?

- Consider the perception of bias
 - Your friendship or other relationship with the accused or their family
 - Your personal characteristics
 - Your personal conflicts (even if just perceived)
 - Personality conflicts

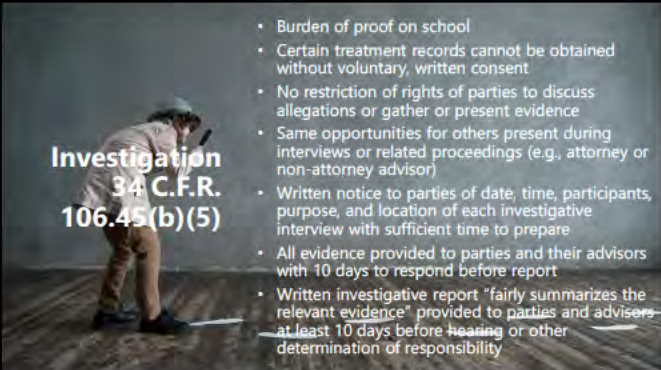
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Contents of an Investigation

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**Investigation
34 C.F.R.
106.45(b)(5)**

- Burden of proof on school
- Certain treatment records cannot be obtained without voluntary, written consent
- No restriction of rights of parties to discuss allegations or gather or present evidence
- Same opportunities for others present during interviews or related proceedings (e.g., attorney or non-attorney advisor)
- Written notice to parties of date, time, participants, purpose, and location of each investigative interview with sufficient time to prepare
- All evidence provided to parties and their advisors with 10 days to respond before report
- Written investigative report "fairly summarizes the relevant evidence" provided to parties and advisors at least 10 days before hearing or other determination of responsibility

108

Investigation Best Practices

- Investigation plan
- Follow steps in policies closely
- Coordinate with law enforcement as required by policy and District practice
- Remember that both complainants and respondents may be experiencing trauma and other strong emotions
- Consult with Title IX Coordinator and/or counsel as needed

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Interviewing Best Practices

- Explain your role as a neutral
- Open-ended questions followed by more tailored follow up
- Allow ample time, don't interrupt or rush
- Ask "Is there anything else?"
- Ask for other witnesses, evidence, incidents

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Notice to Parties in Interviews

- What to expect about future contact (timing, updates, encourage follow-up to you)
- Written copy of policies/procedures
- Notify about protections from retaliation – provide specific examples
- No "Gag" order but can warn of retaliation risks

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First Amendment Rights



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Investigation Plans Aren't Static

Reassess plan for investigation frequently



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Gathering Other Evidence

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Warning! Medical Records

- Notice of allegations should not divulge either party's medical information
- Prohibited from accessing or using medical, psychological, or similar records in grievance process without a party's (or parent's) voluntary, written consent

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Opportunity to Review Evidence

- Before the investigatory report is completed, evidence relating to the allegations must be sent to each party and advisor and should include all evidence (including that which the school does not intend to rely upon and exculpatory and inculpatory evidence)
- Parties have 10 days to provide a written response

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Investigation Report Should Include



- Applicable policies and procedures
- Timeline of investigation
- Description of allegations
- Unbiased summary of evidence gathered, including interviews
- Credibility determination(s)

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Investigation Report Writing


- Fairly summarizes the relevant evidence
- Provide the report to the parties and their advisors, if any, for their review and written response, at least 10 days before a hearing or other determination of responsibility

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4 Decision

119



Decisionmaker(s) (Complaint)

- Cannot be the Title IX Coordinator or the investigator(s)

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Determinations of Responsibility
34 C.F.R. 106.45(b)(6)

- Live hearing with live cross by party advisors required for higher ed, **not K-12**; Hearings permitted for K-12
- Each party allowed to submit written, **relevant** questions to be asked of another party or witness to the decisionmaker, who will provide each party with the answers and the opportunity for follow-up questions

121

Relevance

- Rape shield laws – for CP only
 - Unless
 1. Used to prove someone other than respondent committed the conduct or
 2. Specific incidents related to the RP to show consent
- Treatment records
- Legally privileged information

122

Rulings on Relevance in Written “Cross”

- Provide reasoning for irrelevance
- Admit and consider all relevant evidence
- Questions must be appropriate
- Identify exceptions

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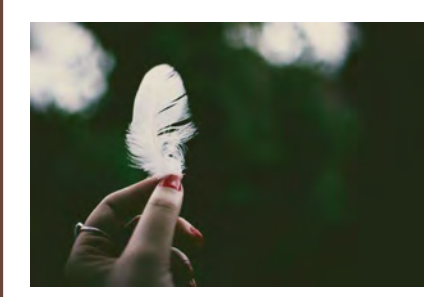


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Written Determination

Identify	Identify the allegations
Describe	Describe procedural steps taken
Cite	Cite potential policy violations
Summarize	Fairly summarize all relevant evidence
Provide	Provide statement of result, with rationale, for each allegation
Appeal	Appeal procedures

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Remember the Standard of Proof

Preponderance of the Evidence

126

Remedies

- Can be punitive/disciplinary
- Can be supportive measures or similar actions as well
- Can address individuals or larger community

127

5 Appeal

128

Appeal Process

- Available to both parties
- Three bases for appeal:
 - Procedural issue affecting the outcome;
 - New evidence that wasn't reasonably available at the time the determination regarding responsibility or dismissal was made that could affect the outcome; or
 - TIXC, investigator, or decision-maker had conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter.

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Appeal Process

- Notify party of appeal in writing
- Apply procedures equally for both parties
- Opportunity to submit written statement
- Issue written decision to both parties

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**Decisionmaker(s)
(Appeal)**

Cannot be the Title IX Coordinator or the investigator(s) or the decisionmaker (complaint)

131

Bias, Conflicts of Interest, and Other Fairness Concerns

132

Bias

The Title IX Coordinator, investigator, decision-maker, or informal resolution facilitator must not have a conflict of interest or bias for or against Complainants or Respondents generally or for or against any individual Complainant or Respondent. And that they not prejudge any matter before them.

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What is the first word you think of when you think of "bias"?

Start the presentation to see live content. For screen share software, share the entire screen. Get help at pdteiv.com/app

134

What is the first word you think of when you think of "conflict of interest"?

Start the presentation to see live content. For screen share software, share the entire screen. Get help at pdteiv.com/app

135

What is the first word you think of when you think of "prejudgment"?

Start the presentation to see live content. For screen share software, share the entire screen. Get help at pdteiv.com/app

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5 Min Guided Breakout

What steps can you take to avoid:

- Prejudgment*
- Conflict of Interest*
- Bias*

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137

Recordkeeping

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Recordkeeping

Must maintain the following for 7 years:

- Sexual harassment investigation documents, including:
 - Determination regarding responsibility
 - Recordings or transcripts of live hearing
 - Disciplinary sanctions imposed on Respondent
 - Remedies provided to Complainant
- Appeal and result
- Informal resolution and result
- Actions taken in response to a report of sexual harassment
- Actions taken in response to a formal complaint of sexual harassment

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Recordkeeping


Responses to formal and informal complaints and actions taken in response should include:

- The basis for the school's conclusion that its response was not deliberately indifferent
- Documentation that it has taken measures designed to restore or preserve equal access to the school's education program or activity
- Supportive measures or if no supportive measures are provided, document the reasons why such a response was not clearly unreasonable in light of the known circumstances

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Questions



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