

# Title IX Workshop

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## Definitions

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## Quid Pro Quo Harassment

- An employee conditioning an aid, service, or benefit of the school district on an individual's participation in unwelcome sexual conduct
- Does not need to be evaluated for "severity, pervasiveness, and objective offensiveness"
- Expressed or implied

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- Unwelcome conduct
- Reasonable person
- So severe, pervasive, and objectively offensive
- Effectively denies a person's equal access to education program or activity

## Hostile Environment

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## Harassment under VAWA & Clery Act

- Sexual Assault
- Dating Violence
- Domestic Violence
- Stalking

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In an educational program  
or activity-locations, events,  
or circumstances over which  
the school district exercised  
substantial control over both  
the Respondent and the  
context in which the sexual  
harassment occurs

Location

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- Adverse treatment in response to seeking protection under Title IX
- May be independent basis for charge or litigation
- Examples include harassment in educational program, discipline, denial of participation

## Retaliation

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### Actual Knowledge

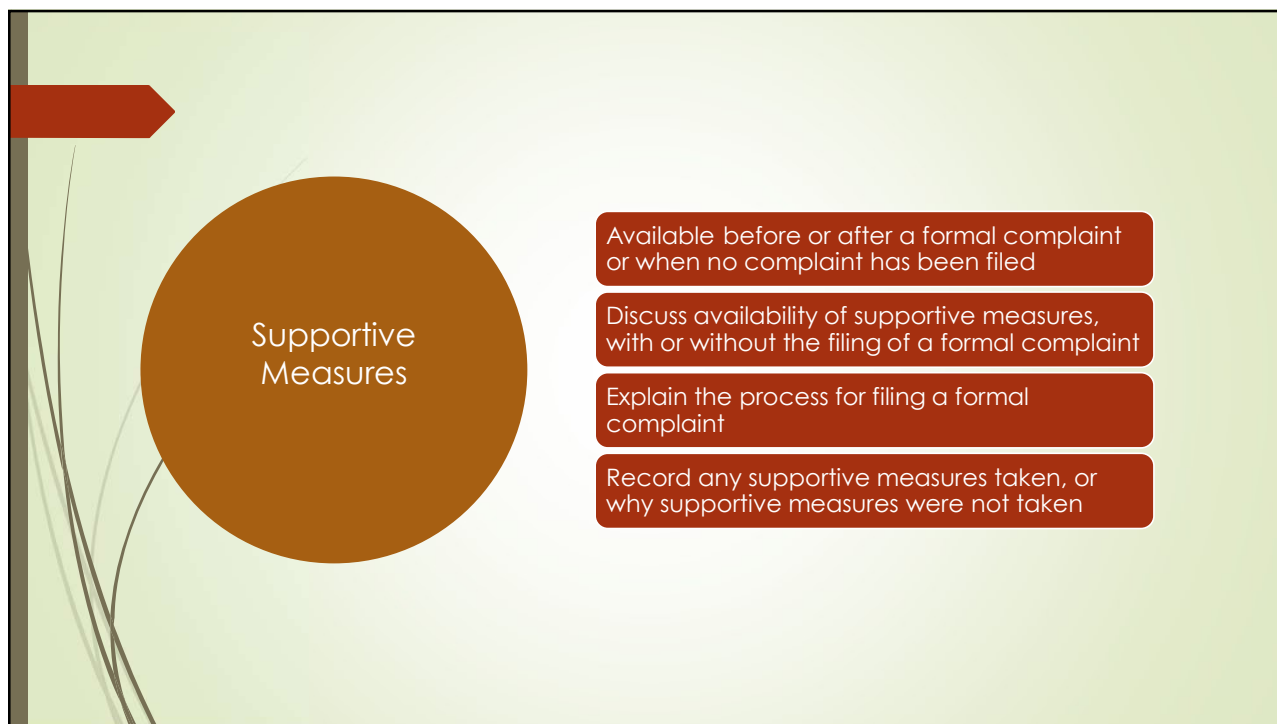
"Actual knowledge" is notice of sexual harassment or allegations of sexual harassment to any district employee

Any person may report sexual discrimination (alleged victim or any third party)

May report to Title IX Coordinator in person, by mail, phone, or email

District must respond promptly

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The slide features a light green background with a dark green vertical bar on the left. A red arrow points right from the bar. A large brown circle contains the text "Supportive Measures". To the right of the circle are four red rounded rectangles containing text.

Supportive Measures

- Available before or after a formal complaint or when no complaint has been filed
- Discuss availability of supportive measures, with or without the filing of a formal complaint
- Explain the process for filing a formal complaint
- Record any supportive measures taken, or why supportive measures were not taken

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The slide features a light green background with a dark green vertical bar on the left. A red arrow points right from the bar. The word "Investigation" is written in a large, dark font, with the subtitle "Of a formal complaint of Title IX sexual harassment" below it.

Investigation

Of a formal complaint of Title IX sexual harassment

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## Requirements

01

Ensure that the burden of proof and the burden of gathering evidence rest on the school district and not on the parties, except certain records

02

Provide an equal opportunity for parties to present witnesses and evidence

03

Not restrict the ability of either party to discuss the allegations or gather and present evidence

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## Interview Guidelines

Face-to-face

Relaxed, respectful atmosphere

Brief introduction to explain purpose of interview

Obtain signed and dated written statement

Open-ended v. closed questions

Identify specifics (e.g., dates, locations, people)

Take thorough notes (possibly third person in room)

Do not promise complete confidentiality

Don't offer your opinion

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## Overview after Formal Complaint

Notices

Dismissal

Consolidation

Collection of Evidence

Review of Evidence by Parties

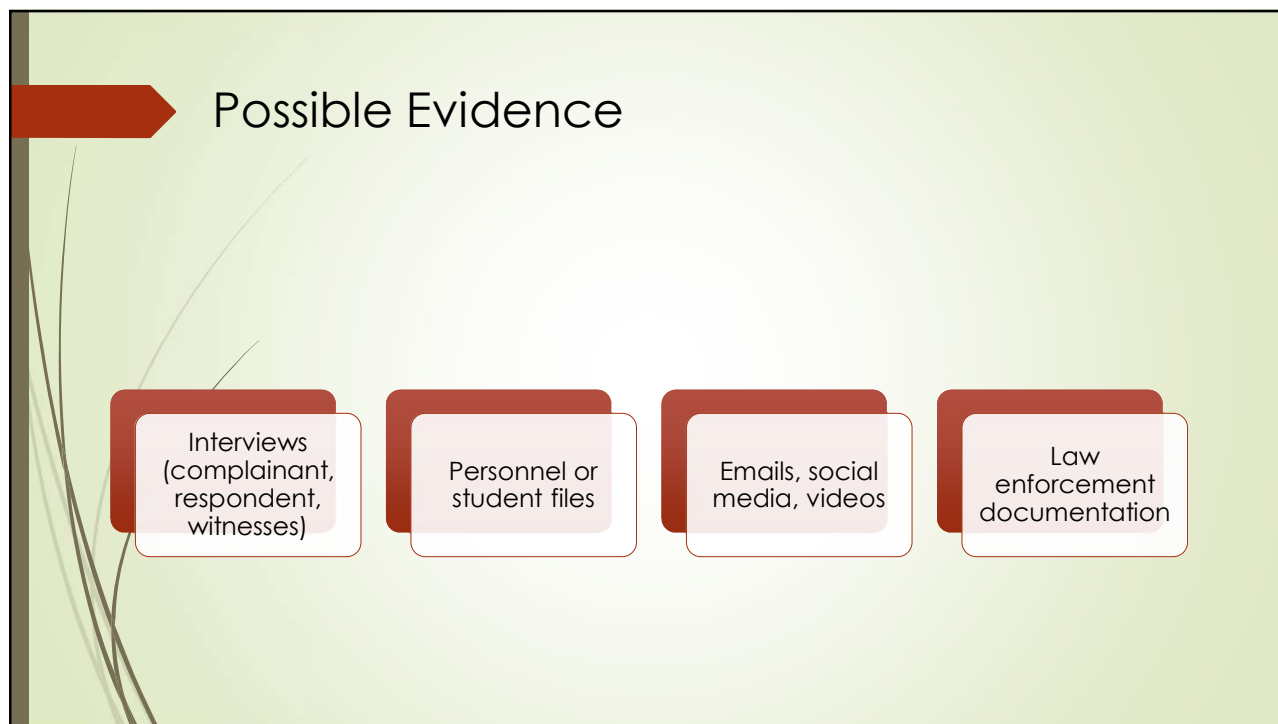
Investigative Report

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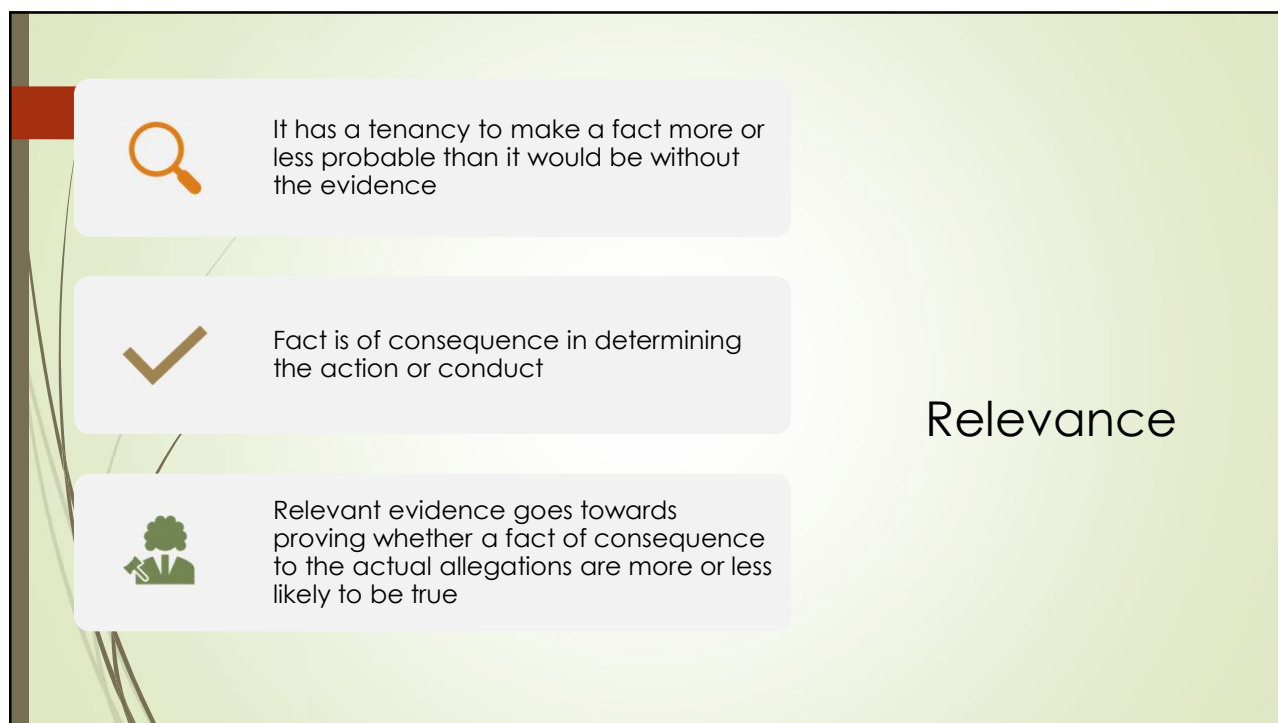
- Advisor receives notices and reports
- Advisor may be an attorney
- School districts are not required to provide advisors
- Advisor does not engage during interview

Advisor

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## Consent

- Consent is informed, actively given, and mutually understood and accepted
- Coercion, intimidation, incapacity prevent consent
- Consent to one form of conduct does not imply consent to any other form of conduct
- Consent can be withdrawn

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## Reminder

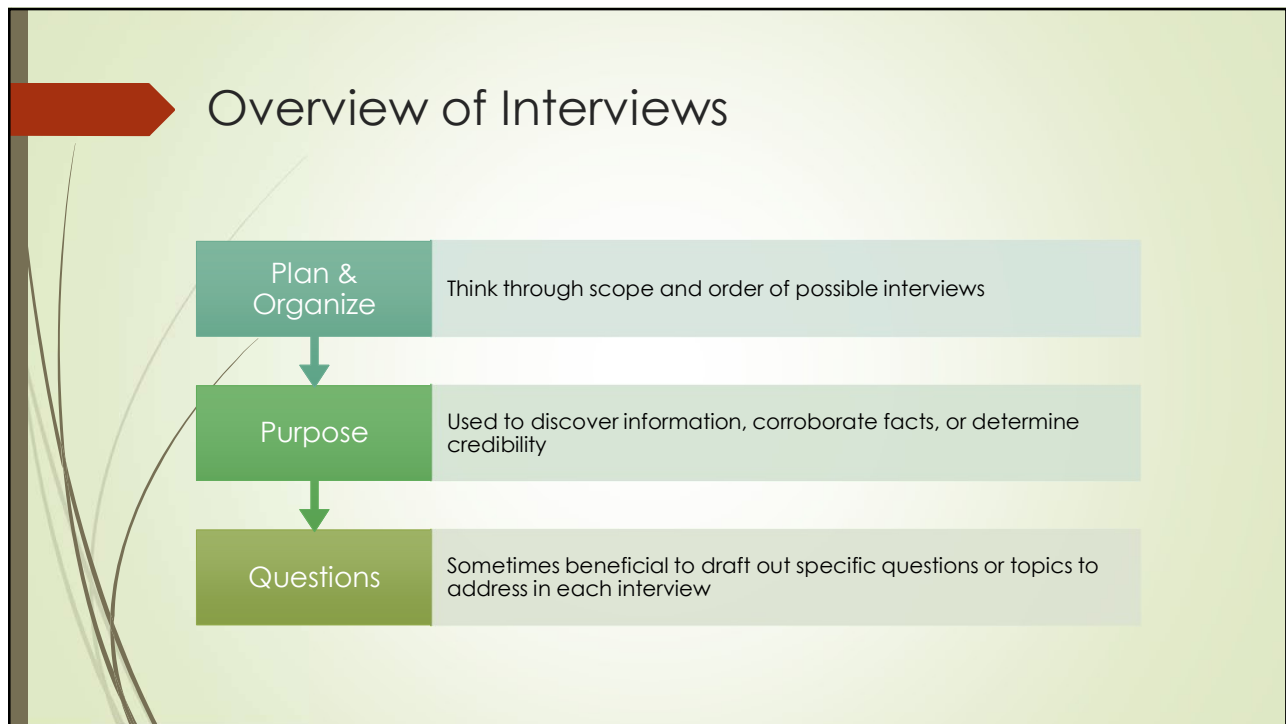
Parties are not restricted in discussing allegations with others

Parties have right to gather evidence favorable to their position

No party can intimidate, harass, retaliate

Monitor situation during investigation

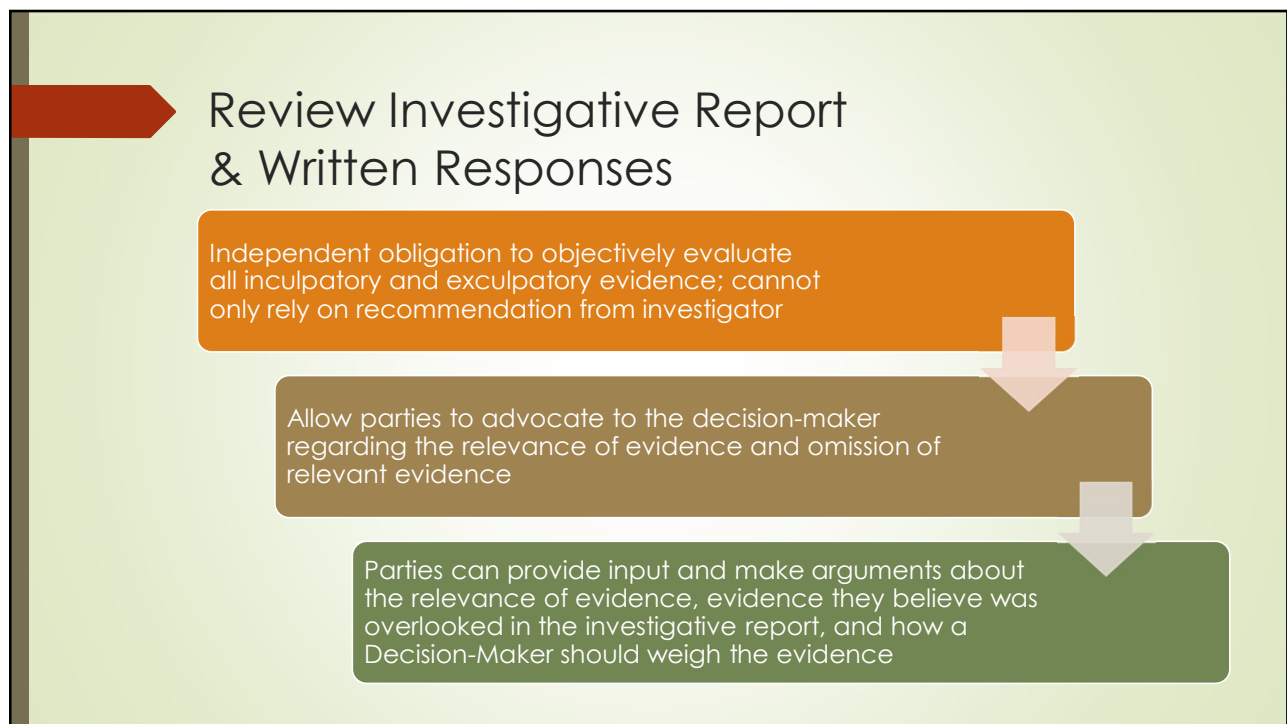
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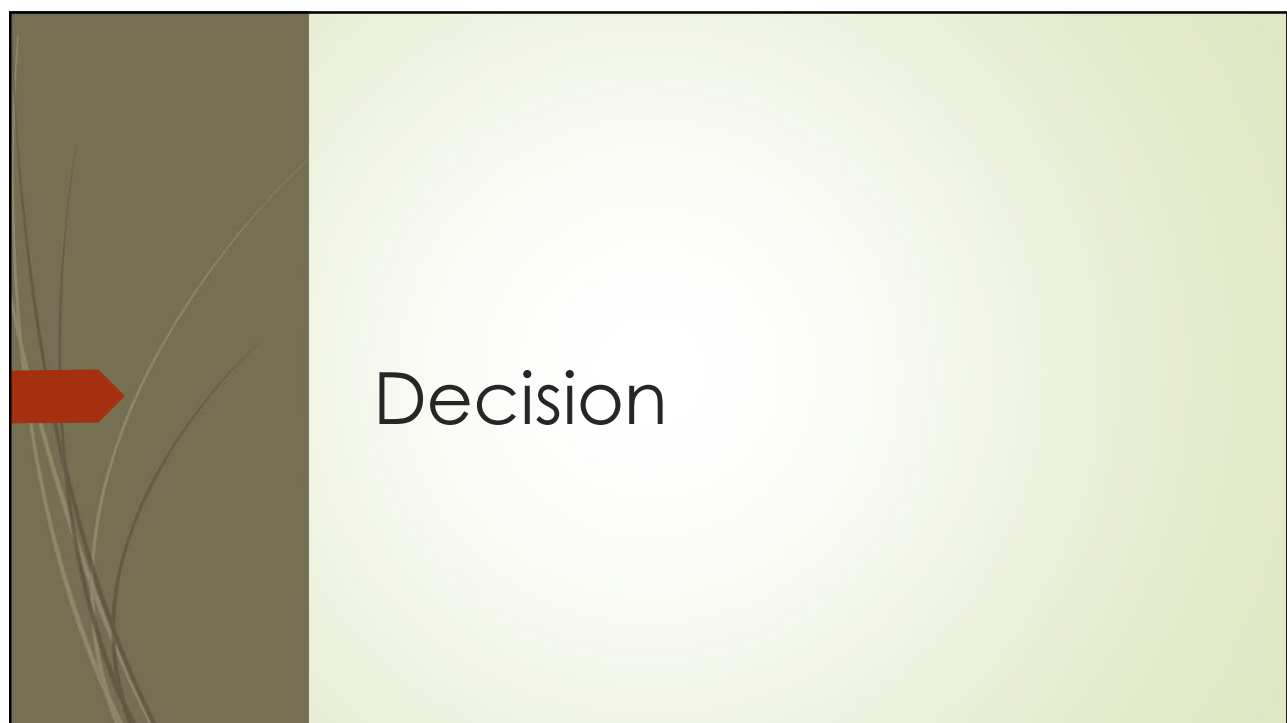
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## Submission of Questions

- Decision Maker must afford each party the opportunity to submit written, relevant questions that a party wants asked of any party or witness
- Must provide each party with the answers
- Must allow for additional, limited follow-up questions from each party
- Determines relevancy of questions and provide written explanation for rejected questions

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## Reliance on Statements

- The Decision-Maker cannot rely on the statements of a party or witness who does not submit to exchange of questions
- "Submit" means *answering* those questions that are relevant
- If a party or witness was not asked questions, or was not asked a particular question about a particular statement in the investigative report, the Decision-Maker is not precluded from relying on a statement by a party or witness who was not given the opportunity to answer written questions

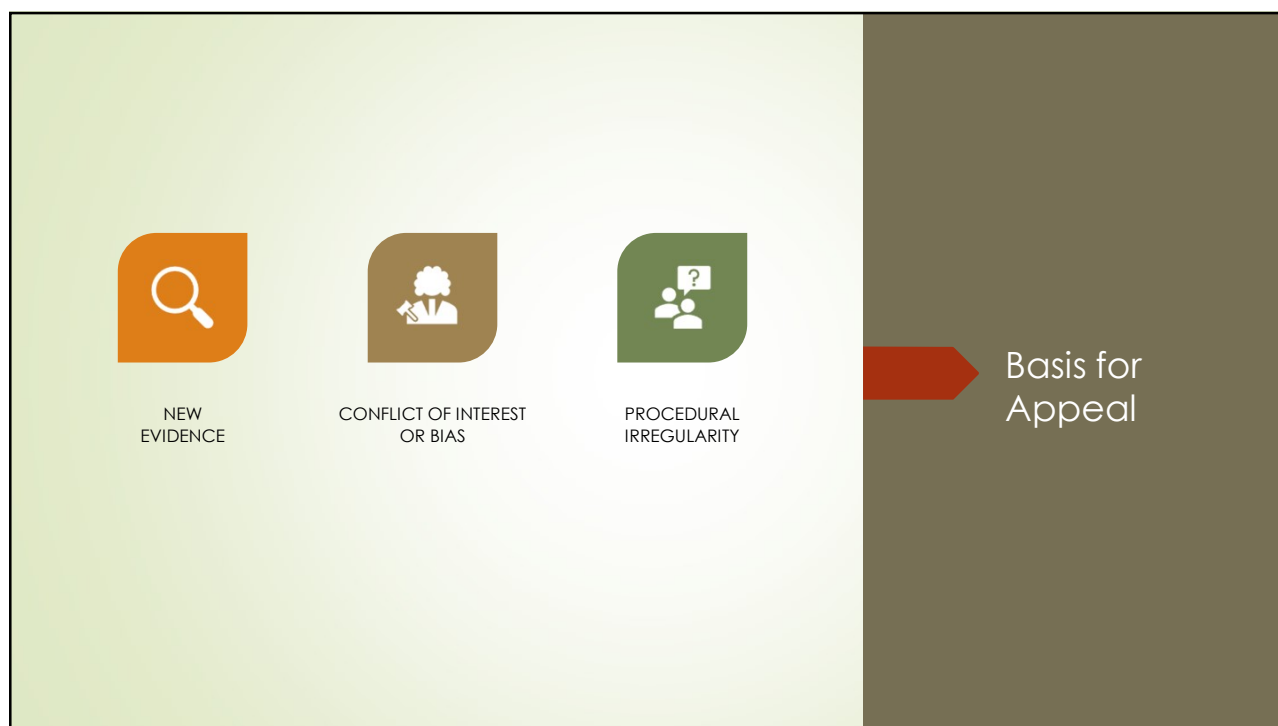
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