

# Title IX Information for School Employees & Parents

Updated October 28, 2020





# **New Title IX Regulations & Policies**

- **New federal Title IX regulations were issued in the summer of 2020 and went into effect on August 14, 2020**
- **Cabot Public Schools has updated its policies to reflect these mandatory changes:**
  - **Student Handbook Policy: 4.27**
  - **Licensed Employee Policy: 3.26**
  - **Classified Employee Policy: 8.20**



# What is Title IX?

**A civil rights law passed as part of the Education Amendments of 1972. This law protects people from discrimination based on sex in education programs or activities that receive Federal financial assistance.**



# What does Title IX cover?

- **Conduct between students, between employees and students, and between employees**
- **Sex/gender discrimination in programs for students and in employment for employees**
- **Sexual harassment**
- **This applies to conduct that happens on campus or, depending on the context, in other locations, times, or activities related to school**



# What is sexual harassment?

**Sexual harassment is conduct on the basis of sex that satisfies one or more of the following:**

- (1) A District employee conditions the provisions of an aid, benefit, or service of the District on an individual's participation in unwelcome sexual conduct OR uses the rejection of sexual conduct as the basis for academic decisions affecting that individual.**
- (2) The conduct is unwelcome and determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's education program or activities OR it constitutes sexual assault, dating violence, domestic violence, or stalking.**



# Examples of Sexual Harassment

- Making sexual propositions or pressuring for sexual activities
- Unwelcome touching
- Performing sexual gestures
- Telling sexual or crude jokes
- Spreading rumors related to a person's alleged sexual activities
- Discussions of sexual experiences
- Circulating or showing emails or websites of a sexual nature
- Intimidation by words, actions, insults, or name calling
- Teasing or name calling related to sexual characteristics



# **Title IX Coordinator**

**Mrs. Leila Seigrist**

**Director of Human Resources & Legal Affairs**

**Cabot Public Schools**

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**(501)843-3363**



# Initiating a Complaint

**Anyone who believes they have been subjected to sexual harassment, or the parent/legal guardian/other responsible adult of a student who believes their student has been subjected to sexual harassment, is encouraged to bring their concerns to ANY District staff member. If the District staff member who received a report of alleged sexual harassment is not the Title IX Coordinator, then the District staff person shall inform the Title IX Coordinator of the allegations. The process described in policy shall begin.**

**The Title IX Coordinator can be contacted in person, by mail, by phone, or by email.**



# **Our District's Commitment**

**The Cabot School District is committed to having an academic environment in which all students and employees are treated with respect and dignity. Student achievement is best attained in an atmosphere of equal educational opportunity that is free of discrimination. Sexual harassment is a form of discrimination that undermines the integrity of the educational environment and will not be tolerated.**

**Whether you choose to have a complaint investigated through an informal complaint or through the formal Title IX process, the District will offer reasonable supportive measures to all parties and provide appropriate discipline for all behavior that is determined to have occurred and is contrary to the commitment stated above.**



**If you have any questions...**

**Contact:**

**Mrs. Leila Seigrist**

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