



Title IX

2020-2021

AGENDA

- Definition of Title IX
- What is a Grievance Procedure?
- Grievance Procedure Steps and the Title IX Coordinator
- Suggestions for Faculty
- Other District Contact Information



What is Title IX?

Definition

What is Title IX?



- Title IX protects students, employees, applicants for admission and employment, from all forms of sex discrimination, including discrimination based on gender identity or failure to conform to stereotypical notions of masculinity or femininity.

What is 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 is Title IX?



□ There are two types of harassment:

- **Quid-Pro-Quo**:-something for something such as a proposition (If you do this, then I will....).
- **Hostile Environment**-repeated actions or comments that interfere with performance or that create an intimidating or offensive environment.

What is Title IX?


- Title IX prohibits sex-based harassment by peers, employees, or third parties such as unwelcome sexual advances, requests for sexual favors, other unwelcome sexual advances, and verbal, nonverbal or physical conduct of a sexual nature. Sexual harassment is an unwelcome conduct of a sexual nature.



What is Title IX?

- Title IX regulations prohibit sex discrimination in interscholastic, club or intramural athletics offered by a district, including with respect to a) student interests and abilities; b) athletic benefits and opportunities; and c) athletic opportunities for members of both sexes and effectively accommodate students' athletics interests and abilities.





What is a Grievance
Procedure?

What are Pottsville's
Grievance
Procedures/Steps?

Title IX Coordinator –
Contact Person

Title IX

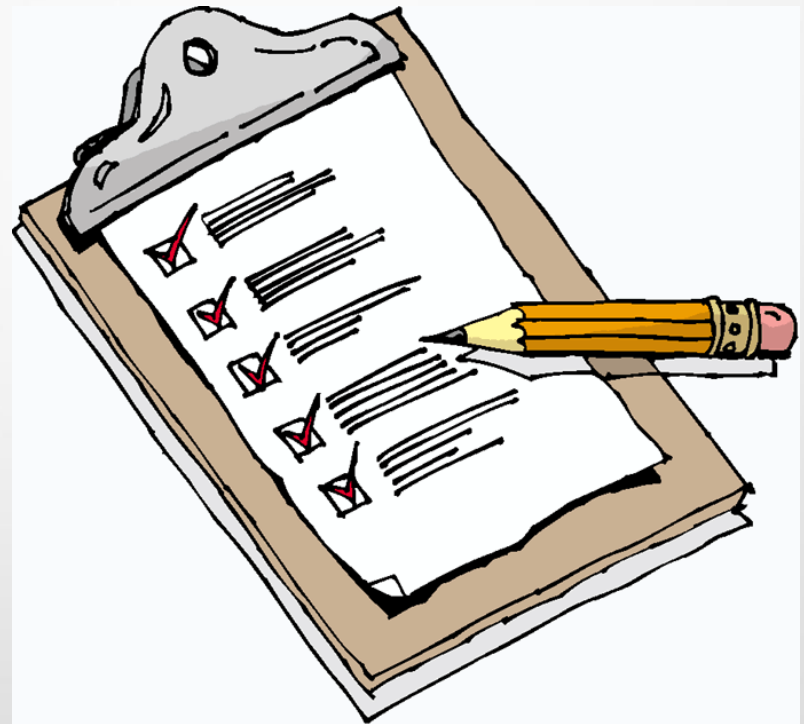
What is a Grievance Procedure?



- ❑ A grievance procedure is a positive, legitimate method of solving problems related to possible sex discrimination.
- ❑ It provides an opportunity to correct a specific problem; if the grievance is without merit, it provides an opportunity to explore the circumstances which may be responsible for the allegation or discrimination.

Grievance Procedures/Initial Steps/Title IX Coordinator

- Should a student/parent-guardian/faculty member feel the need to file a grievance, please contact Tara Thompson, the Title IX Coordinator.
- Mrs. Thompson will then provide the grievant with a form to complete.
- Once the form is completed and returned to Mrs. Thompson, an investigation will be conducted to clarify facts of the situation.
- A committee will then determine the proper corrective action if needed.





Suggestions for Faculty

Grievance Handling

Suggestions for Faculty Regarding Grievance Handling...



- Withhold judgment regarding the validity of the grievance; do not move to a position of denial or defense.
- Maintain an open and objective attitude.
- Avoid talking about blame, either directly or indirectly.
- Avoid taking sides or becoming emotionally involved in grievances.
- Do not express preconceived notions, ideas, judgments or conclusions.
- Do not predict outcomes.
- Be supportive of grievants and respondents without becoming overinvolved in the grievance.



Other District Contact Information

Positions

FYI—You probably know this information, but Standards requires that faculty be informed...should there ever be a question... 😊

SLIP (School Improvement) Coordinator	Tara Thompson
ALE Coordinator	Tracy Simpson/Tara Thompson
Curriculum Coordinator	Melissa Cox
Child Nutrition Director	Kathy Cynova
Dyslexia Coordinator	Shawna Williams/Melissa Cox
ELL Coordinator	Melissa Cox
Federal Programs Coordinator (including Title I/PD)	Tara Thompson
Foster Children Coordinators	Melissa Cox/Tara Thompson
GT Coordinator	Diane Hancock
Homeless Children Coordinator	Tara Thompson
Migrant Coordinator	Tara Thompson
Ombudsman/Private School	Tara Thompson
FACE (parent/family) Coordinator	Tara Thompson
District 504 Coordinator	Taba Thurman
Special Ed Supervisor	Kelli Rainey-Arch Ford
Technology Coordinator/Director	Jennifer Curry
Testing Coordinators	Jeff Duvall/Jennifer Curry/Melissa Cox
Title IX/Equity Coordinator	Tara Thompson
Transportation Director	Ray Cynova
Wellness Chair-District	Tara Thompson