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# Compliance Training for the Title IX Team

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**2023 Title IX Training Academy  
Module 1**

**Sept. 11, 2023**

**Presented by:**

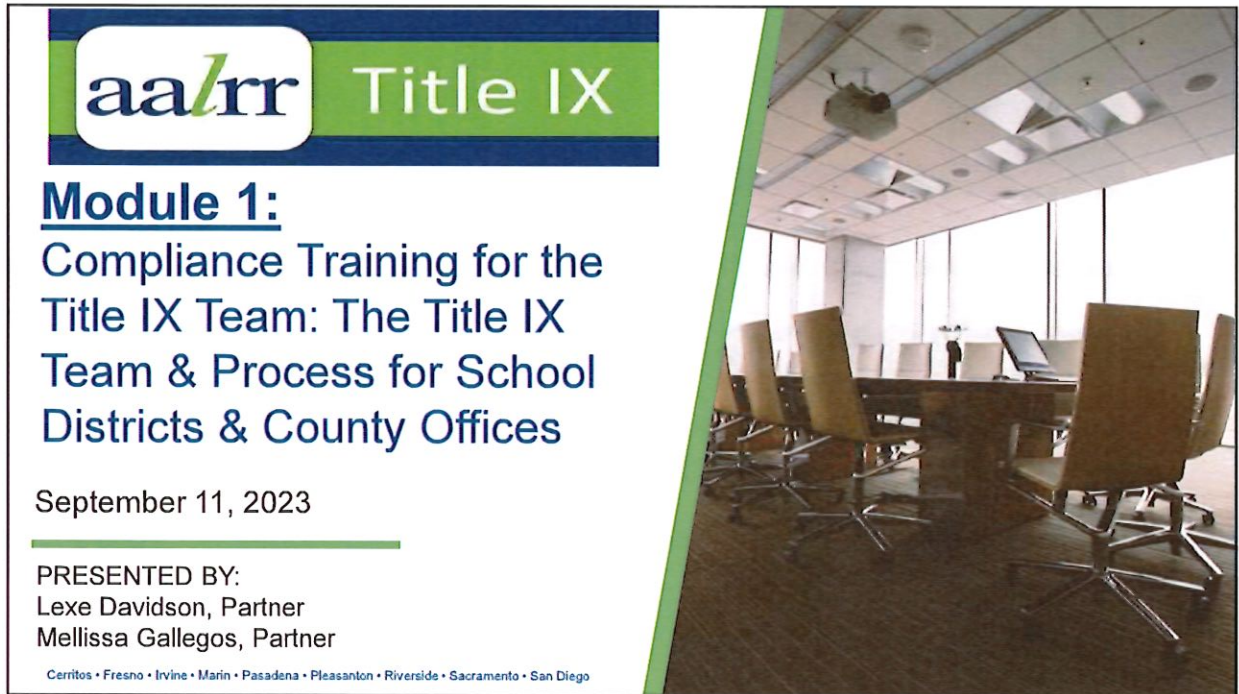
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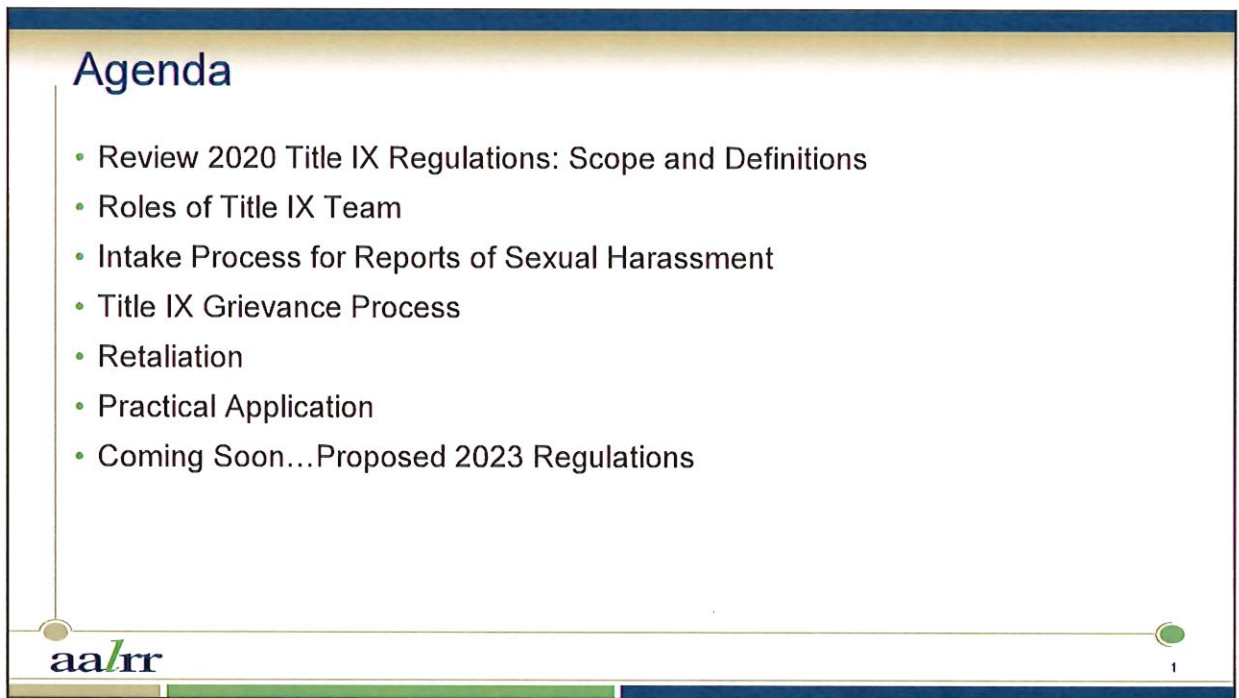
**aa/rr** Title IX

**Module 1:**  
Compliance Training for the  
Title IX Team: The Title IX  
Team & Process for School  
Districts & County Offices

September 11, 2023

PRESENTED BY:  
Lexe Davidson, Partner  
Mellissa Gallegos, Partner

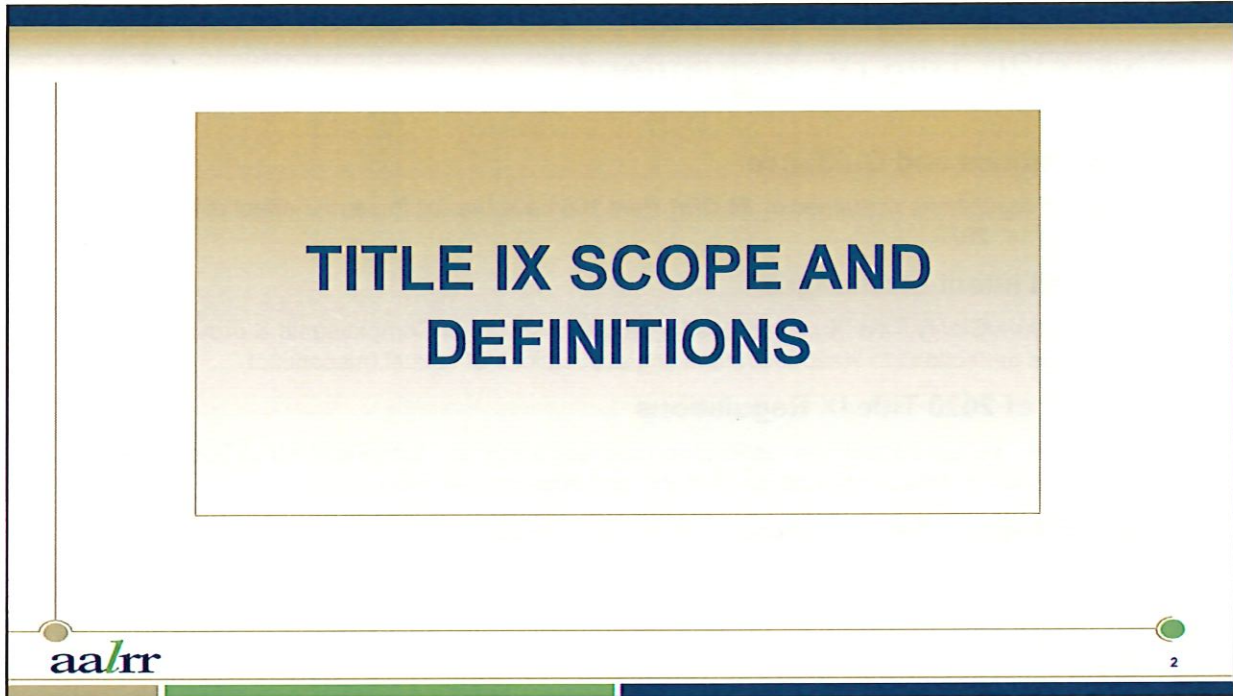
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**Agenda**

- Review 2020 Title IX Regulations: Scope and Definitions
- Roles of Title IX Team
- Intake Process for Reports of Sexual Harassment
- Title IX Grievance Process
- Retaliation
- Practical Application
- Coming Soon...Proposed 2023 Regulations

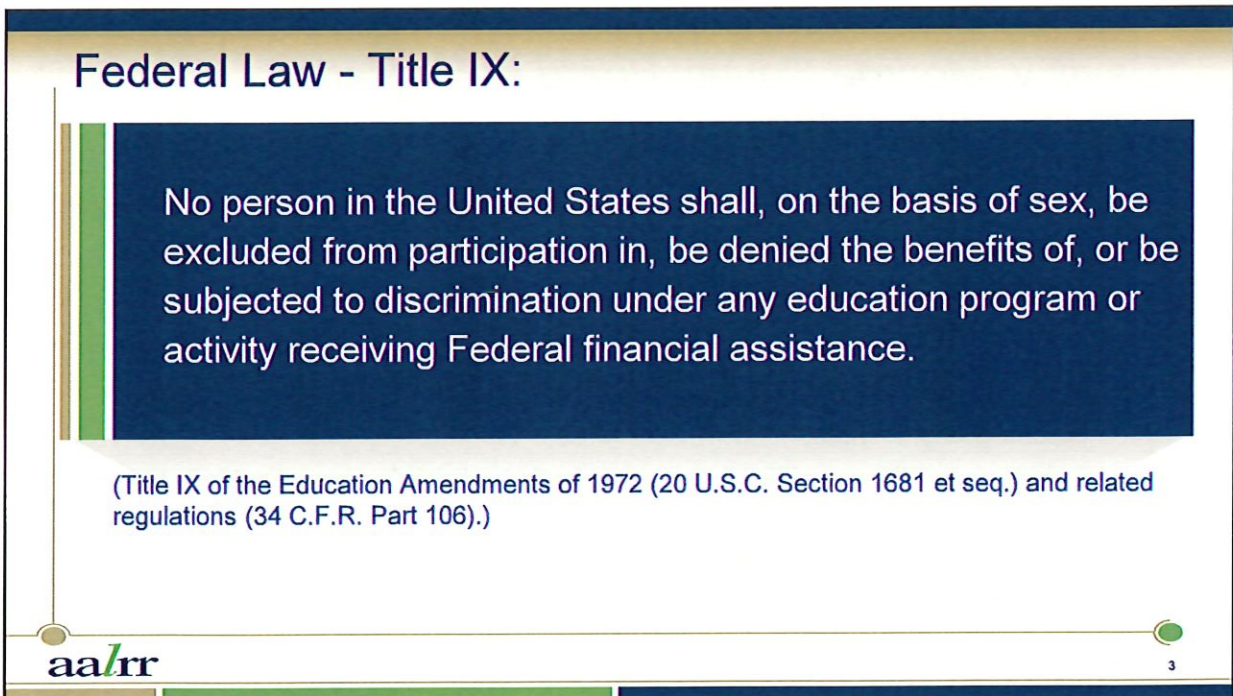
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**TITLE IX SCOPE AND DEFINITIONS**

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**Federal Law - 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.

(Title IX of the Education Amendments of 1972 (20 U.S.C. Section 1681 et seq.) and related regulations (34 C.F.R. Part 106).)

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This slide has a dark blue header with the text "Federal Law - Title IX:" in white. Below the header is a large dark blue rectangular box with a white border containing the Title IX statute text in white. The background of the slide is light beige. The footer includes the "aalrr" logo on the left and the number "3" on the right, both in a dark blue font.

## The 2020 Title IX Regulations

### 1. Regulations and Guidance

- Text of regulations contained in **34 CFR Part 106** have the full force and effect of law as of August 14, 2020

### 2. Overall Intent of Changes

- Strengthen/Clarify Title IX protections for sexual misconduct Complainants & provide due process protections to Respondents facing accusations of sexual misconduct

### 3. Scope of 2020 Title IX Regulations

- Amended sexual harassment definitions, clarified jurisdiction & confirmed that Title IX sex discrimination includes sexual harassment and other sexual misconduct

### 4. Expect New Title IX Regulations in Fall 2023

## *Davis v. Monroe County Board of Education* 526 U.S. 629 (1999)

- Ruling: For student-on-student sexual harassment, the educational institution will be liable for damages when:
  - The institution has **“actual notice”** of the harassment; and
  - The institution responded to the harassment with “deliberate indifference.”
  - Harassment must be **“severe, pervasive, and objectively offensive,”** and the institution’s indifference was “systemic” so that the victim is deprived of educational opportunities or services.
  - **Deliberate indifference** defined as a response that is **“clearly unreasonable in light of the known circumstances.”**
- These Regulations apply the *Davis* standard for OCR compliance reviews and for finding institutional liability

## Response to Sexual Harassment

According to **34 CFR §106.44(a)**: A recipient with **actual knowledge** of sexual harassment in an education program or activity of the recipient against a person in the United States **must respond promptly in a manner that is not deliberately indifferent** (e.g., clearly unreasonable in light of the known circumstances).

## Actual Knowledge

- Actual knowledge for **K-12 Educational Institutions** occurs when **any employee** has notice of sexual harassment or allegations of sexual harassment.
- Best practice to provide annual training to K-12 employees about reporting responsibilities to the Title IX Coordinator or other designated Title IX Team Member.

## Education Program or Activity

- Per § 106.44(a): An education program or activity includes locations, events, or circumstances over which the recipient exercised **substantial control over both the Respondent and the context in which the sexual harassment occurs....**
- At time of filing the formal complaint, the Complainant must be participating or attempting to participate in recipient's education program or activity.

## Sexual Harassment Defined

According to § 106.30, Sexual Harassment means conduct on the **basis of sex** under one or more of following:

### 1. Quid Pro Quo Harassment

- **Employee** conditions the provision of an aid, benefit, or service of the recipient on the Complainant's participation in unwelcome sexual conduct

### 2. Hostile Environment Sexual Harassment

- Unwelcome conduct determined by a reasonable person to be **so severe, pervasive and objectively offensive** that it effectively denies Complainant equal access to the recipient's education program or activity

## Sexual Harassment Defined, Cont.

Conduct on the ***basis of sex*** under one of following:

### 3. Other Sexual Acts

- **Sexual assault** per 20 U.S.C. 1092(f)(6)(A)(v): Includes Forcible and Nonforcible Sex Offenses
- **Dating violence** per 34 U.S.C. 12291(a)(10)
- **Domestic violence** per 34 U.S.C. 12291(a)(8)
- **Stalking** per 34 U.S.C. 12291(a)(30)

## Other Sexual Acts as Sexual Harassment under Title IX

### 1. Sexual Assault

#### – Forcible:

- Any sexual act directed against Complainant, forcibly, against Complainant's will, or without consent, including rape, sodomy, sexual assault with an object, and fondling

#### – Nonforcible:

- Offenses that do not involve force where the Complainant is incapable of giving consent, including statutory rape and incest

## Other Sexual Acts

### 2. Dating Violence (34 U.S.C. 12291(a)(10))

Violence (on the basis of sex) committed by Respondent:

- who is or has been in a social relationship of a romantic or intimate nature with the Complainant; and
- where the existence of such a relationship shall be determined based on a consideration of the following factors:
  - (i) The length of the relationship
  - (ii) The type of relationship
  - (iii) The frequency of interaction between the persons involved in the relationship

## Other Sexual Acts

### 3. Domestic Violence (34 U.S.C. 12291(a)(8))

Felony or misdemeanor crimes of violence (on the basis of sex) committed by:

- A current or former spouse or intimate partner of the Complainant
- A person with whom the Complainant shares a child in common
- A person who is cohabitating with or has cohabitated with the Complainant as a spouse or intimate partner
- A person similarly situated to a spouse of the Complainant under the domestic or family violence laws of the jurisdiction receiving grant monies, or
- Any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.



## Other Sexual Acts

### 4. Stalking (34 U.S.C. 12291(a)(30))

The term “stalking” means engaging in a course of conduct (on the basis of sex) directed at Complainant that would cause a reasonable person to:

- Fear for their safety or the safety of others; or
- Suffer substantial **emotional distress**

## ROLES OF THE TITLE IX TEAM

## Who's on the Title IX Team?

1. Title IX Coordinator, per §106.8(a)
2. Investigator(s)
3. Decision Maker(s)
4. Appeal Officer(s)
5. Informal Resolution Process Facilitator(s)

- *All team members must be impartial, unbiased, and free from conflicts.*
- *All team members must be trained in these Title IX Regulations.*

## Title IX Team: Title IX Coordinator

### Title IX Coordinator Duties:

- Coordinates Title IX compliance and training
- Conducts intake meeting with Complainant
- Offers supportive measures to Complainant & Respondent
- Explains grievance process, accepts formal complaint & determines mandatory dismissal
- Evaluates emergency removal
- Evaluates use of informal resolution process
- Assigns unbiased investigator free from conflicts
- Sends notices (e.g., Notice of Allegations)
- Considers permissive dismissal of complaint

## Title IX Team: Title IX Coordinator

### Title IX Coordinator duties, continued:

- Reviews investigative reports, written decision, & appeal decision, but **does not make decision** about responsibility
- Drafts letter of outcome after written decision issued
- *Likely does not* determine sanctions
- If applicable, ensures effective implementation of remedies for Complainant, sanctions for Respondent, and overall corrective plan
- *May* investigate when needed
- *May* act as facilitator of an informal resolution process

## Title IX Team: Investigator(s)

### Investigator Role:

- Trained and Knowledgeable
- Impartial, unbiased, & free from general or specific conflicts of interest
- Investigates formal complaint
  - Reviews complaint
  - Gathers, reviews, weighs, and synthesizes evidence
  - Interviews parties and witnesses
  - Assesses relevance and credibility
- Coordinates two review processes and assesses responses
- Prepares a written investigative report and compiles evidence
- Investigator does **not** make decision about whether Respondent is “responsible” for violation of sexual harassment policy

## Title IX Team: Decision Maker

### Decision Maker Role:

- Reviews Final Investigative Report with “fresh eyes” to see if information is missing or incomplete
- Facilitates relevant written questions & “cross-examination” from parties for parties and witnesses
- Makes conclusions about whether alleged conduct occurred and determines responsibility
- Prepares written determination with findings of fact, policy conclusions, and rationale for the result as to each allegation
- If applicable, recommends sanctions for Respondent and remedies for Complainant
- Provides written determination to the parties and advisors simultaneously; notice of appeal rights

## Title IX Team: Appeals Officer

### Appeal Officer Role:

- Implements the right to appeal for both parties based on three grounds for appeal
- If an appeal is filed, the Appeal Officer evaluates the appeal request(s) to determine if within the scope of appeal
- Provides a written Notice of Appeal to both parties
- Reviews both written statements and arguments from the parties
- Renders written decision on appeal and explains rationale for the result
- Provides the written decision to parties at same time

## Title IX Team: Informal Resolution Process Facilitator

**Informal Resolution Process Facilitator Role:**

- Cannot require the parties to participate in informal process or to waive the right to an investigation
- Process cannot be used where an employee is alleged to have sexually harassed a student
- Obtains voluntary, written consent of the parties to resolve the matter anytime before a determination of responsibility is made
- Process does not involve full investigation or adjudication, but includes a written notice to the parties disclosing the allegations, the requirements of the process, and notice that the parties can withdraw and resume the grievance process
- May consider the use of a trained mediator or trained restorative justice facilitator, if requested and appropriate

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## INTAKE PROCESS FOR REPORTS OF SEXUAL HARASSMENT

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## Meeting with Complainant

### The Title IX Coordinator:

- Promptly schedules a meeting with Complainant and listens to allegations and concerns
- If Complainant describes sexual harassment allegations, the Title IX Coordinator explains the Title IX grievance process
- Informs Complainant of the right to file or *not* to file a formal complaint and the right to supportive measures even if a formal complaint is not filed
- If *no* formal complaint is filed, the Title IX Coordinator informs Complainant of right to file a formal complaint at a later time. The Title IX Coordinator also assesses, despite the Complainant's decision, whether to independently initiate a complaint if the failure to initiate an investigation would be clearly unreasonable considering the circumstances (e.g., based on a safety threat)

## Meeting with Complainant

### The Title IX Coordinator:

- If a formal complaint is filed, Title IX Coordinator gathers the signature of Complainant, parent/guardian and/or Title IX Coordinator
- Informs Complainant of right to request an informal resolution process after submission of a formal complaint and the right to exit informal resolution process at any time
- If a formal complaint is filed, Title IX Coordinator determines if the complaint falls within the scope of mandatory dismissal and simultaneously informs Complainant and Respondent in writing
- Best practice to provide a written summary of the intake meeting to the Complainant

## Supportive Measures

### 1. Requirement to Offer Supportive Measures per §106.30 & §106.44

- Must be offered to Complainant as soon as District has notice of possible Title IX issue and to Respondent after complaint filed

### 2. Avoid Burden on Parties

- Supportive Measures must be non-punitive, non-disciplinary, and not unreasonably burdensome to the other party

### 3. Individualized

- Supportive Measures must ensure equal educational access, protect safety, and/or deter sexual harassment

### 4. Examples of Supportive Measures

- Counseling, course-related adjustments, modify schedule, extend deadlines, campus escort, increased security and monitoring, and/or mutual restrictions on contact between the parties

## Allow Advisor of Choice

- The Title IX regulations provide the Complainant and Respondent with the same opportunities to have “others present” during any grievance proceeding
  - An advisor may be a parent, family member, attorney, or other person
  - The advisor may be present with the person they are advising for any meeting, interview, or hearing, and for the inspection and review of the evidence obtained as part of the investigation
  - The advisor may assist with a written cross-examination process and **shall** ask the cross-examination questions if recipient opts for a live hearing process
    - If a party does not have an advisor to conduct cross-examination at a live hearing, the institution must provide one to the party
  - The institution may establish restrictions on the extent of an advisor’s participation, if restrictions apply equally to both parties

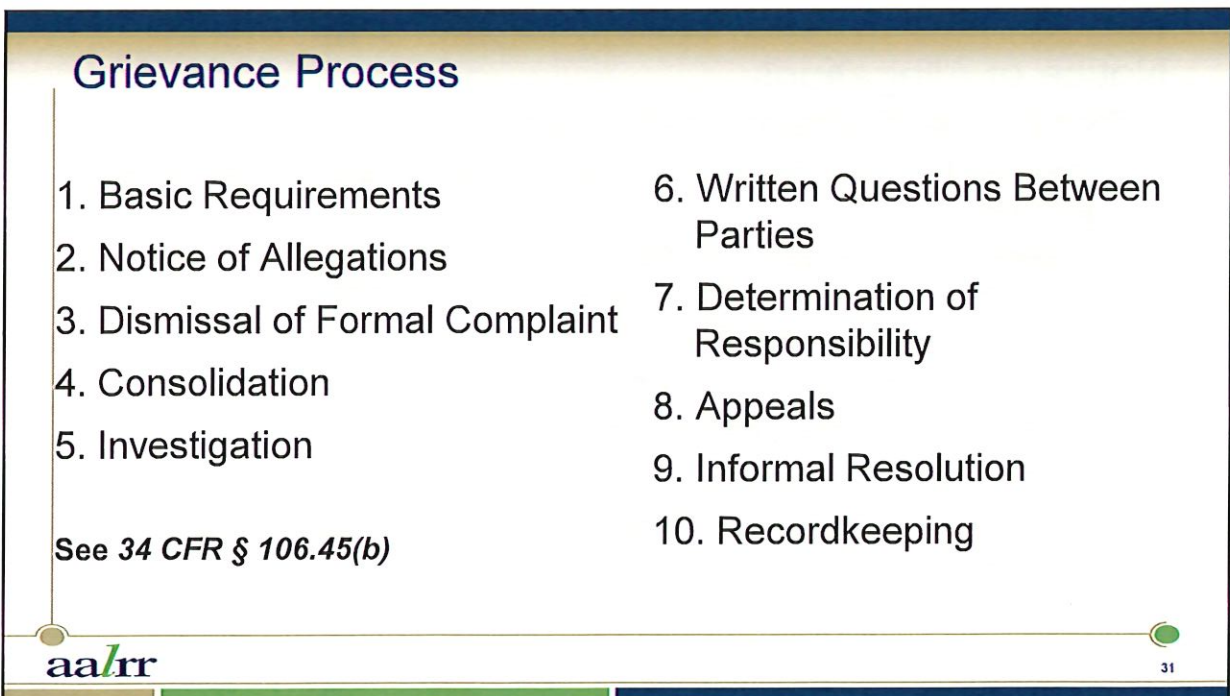
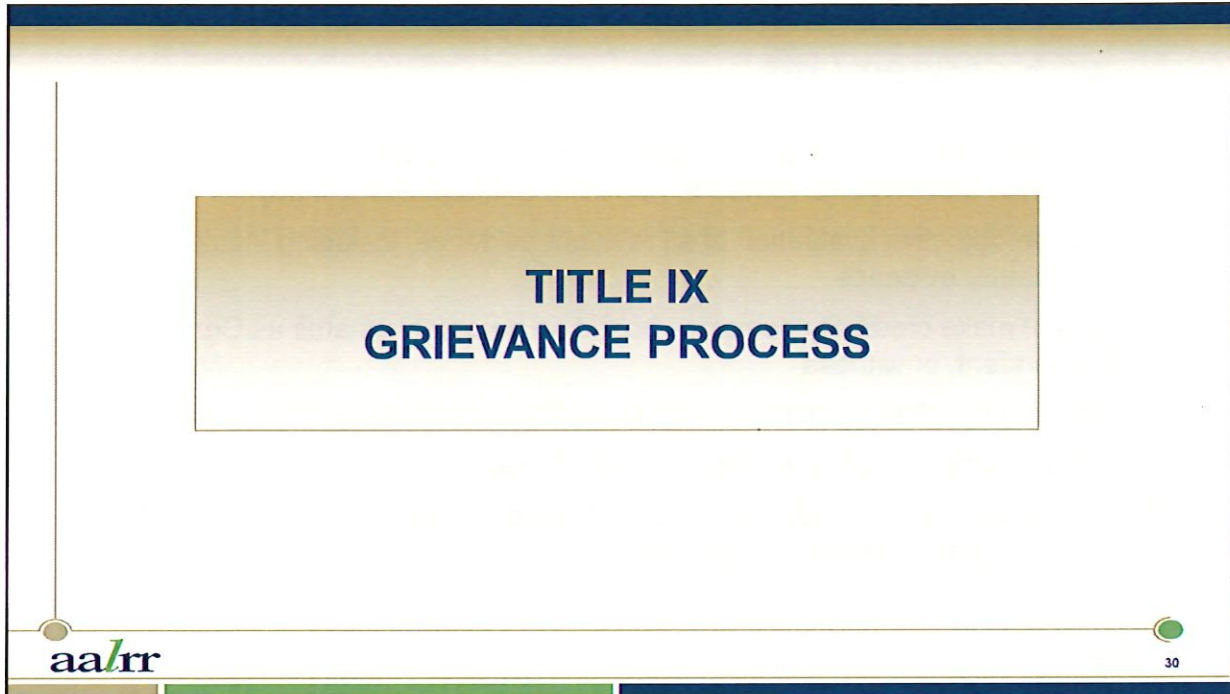
## Emergency Removal Option for Students

1. Institution may remove Respondent per § 106.44(c) by undertaking an individualized safety & risk analysis of Respondent:
  - The analysis determines if there is an *immediate threat to the physical health or safety* of any student or other individual arising from the allegations to justify removal
2. Notice to Respondent of Emergency Removal and opportunity to challenge decision immediately following the removal
3. Process **cannot** modify Respondent rights under IDEA, Section 504, or ADA
4. Emergency removal under Title IX is a safety measure; suspension under Ed. Code § 48900 et seq. is a disciplinary measure
5. Provide education to Respondent while removed

## Administrative Leave Option

1. Institution may place a non-student employee Respondent on administrative leave, per §106.44(d) during the pendency of a grievance process that complies with §106.45
2. This administrative leave option cannot be construed to modify any rights under Section 504 or the Americans with Disabilities Act.





## Basic Requirements

1. Per §106.45(b)(1)(i), treat Complainant and Respondent equitably in the grievance process and related to remedies and sanctions, if any
2. Require objective evaluation of all relevant evidence, including inculpatory and exculpatory evidence
3. Cannot make credibility decisions based on a person's status as Complainant, Respondent, or witness
4. Presume that Respondent is not responsible until a determination is made
5. Follow prompt time frames (estimate 45-90 days)
6. State a standard of evidence (preponderance or clear and convincing). Most K-12 use preponderance of evidence

## Notice of Allegations

- **Provide Notice of Allegations to Each Party**
  - **Notice of the institution's grievance process and informal resolution process**
    - Identification of relevant Board Policies & Administrative Regulations which contain the grievance process and informal resolution process
    - Identification of standard of evidence
    - Right to inspect and review evidence
  - **Notice of allegations with sufficient details, including:**
    - Identification of the parties
    - Description of alleged conduct allegedly constituting sexual harassment and the date and location of alleged incident
  - **Review Sample Notice of Allegations**

## Notice of Allegations

- **Provide Notice of Allegations to Each Party, continued**
  - **Additional Items in Notice of Allegations:**
    - Identification of potential policy violations (not just Title IX)
    - Identification of the range of possible disciplinary sanctions and remedies
    - Statement that Respondent is presumed not responsible
    - Notification that a determination of responsibility will be made at the conclusion of the grievance process
    - Notification that each party may have an advisor of choice, who may be an attorney
    - Prohibition against parties knowingly making false statements or knowingly submitting false information

## Notice of Allegations

- **If additional allegations are discovered, provide written Notice of *Additional Allegations***
- **Provide written notice of any changes in the process, including:**
  - Delays
  - Meetings
  - Interviews
  - Hearings
  - Appeals
  - Decisions
  - Other

## Dismissal of Formal Complaint

- **Required Dismissal per §106.45(b)(3)**

- Recipient **must** dismiss the formal complaint *if* the conduct alleged :

- Would not constitute sexual harassment as defined in §106.30 even if proved
- Did not occur in the recipient's education program or activity
- Did not occur against a person in the United States

- Such dismissal does **not** preclude action under another provision of recipient's Code of Conduct, Board Policy/Administrative Regulation or California law

## Dismissal of Formal Complaint

- **Permissive Dismissal per §106.45(b)(3)**

- Recipient **may** dismiss the formal complaint or allegations any time during the investigation or hearing *if* :

- The Complainant notifies the Title IX Coordinator in writing to withdraw the complaint
- The Respondent is no longer enrolled or employed
- Special circumstances prevent the recipient from gathering evidence in order to reach a determination

- **All dismissals require written notice & reasons delivered to the parties at the same time**

## Consolidation of Formal Complaints

- **A recipient may consolidate formal complaints as to allegations of sexual harassment where the allegations arise out of the same facts or circumstances**
  - Against more than one Respondent;
  - By more than one complainant against one or more respondents; or
  - By one party against the other party (cross-claims)

## Investigation

### 1. Presumption

- The institution must presume Respondent is *not responsible* for the alleged conduct

### 2. Evidence Gathering

- Investigator for the educational institution has the burden to gather sufficient evidence; the burden to gather evidence is *not* on the Complainant or Respondent
- Investigator cannot gather privileged information without voluntary, written consent (e.g., physician or psychiatrist records, etc.)

### 3. Written Notice with Time to Prepare

- Provide written notice to the parties for all interviews with sufficient time for the party to prepare to participate

## Investigation, continued

### 4. Equal Opportunity for Parties

- To present witnesses, including fact & expert witnesses and other inculpatory and exculpatory evidence
- To have an advisor present for any meeting, interview or hearing

### 5. No “Gag” Orders or Directives

- Cannot restrict the ability of the Complainant or Respondent to discuss the allegations under investigation or to gather and present relevant evidence
- Likely can direct parties and witnesses not to tamper with evidence

## Investigation, continued

### 6. Equal Opportunity to Inspect and Review Evidence

- Provide parties with opportunity to meaningfully respond to the evidence *before* the conclusion of the investigation
- Parties may review evidence that is relevant and directly related to the allegations, including evidence which the investigator does *not* intend to rely upon as well as inculpatory and exculpatory evidence regardless of where it was obtained

## Investigation, continued

### 7. Prepare and Share Draft Report of Evidence

- Before completing the Investigative Report, provide a ***Draft Report of Evidence and Attachments*** to both parties and their advisors, if any, via electronic format or a hard copy.
- Provide the parties and advisors, if any, with at least 10 days to review the Draft Report of Evidence and Attachments & submit written responses
- Share any new evidence with the parties and continue the investigation related to new information, if needed
- Consider and incorporate new information and responses in the ***Final Investigative Report***

## Investigation, continued

### 8. Investigator Prepares Final Investigative Report

- Fairly summarize relevant evidence
- Relevant evidence may include credibility assessments

### 9. Provide Investigative Report to Parties

- At least 10 days prior to a hearing or other time of determination regarding responsibility, send the investigative report to each party and the party's advisor, if any, in an electronic format or a hard copy, for their review and written response
- Review parties' written response(s), revise investigation report if needed, and attach written response(s) to the Investigative Report

## Written Questions Between Parties

**Before making a decision, the Decision-Maker will facilitate:**

### 1. Written Questions (e.g., Written Cross Examination)

- *With or without a hearing*, after the investigator has sent the investigative report to the parties and before the decision-maker(s) has reached a determination regarding responsibility, the decision-maker(s) must afford **each party the opportunity to submit written, relevant questions that a party wants asked of any party or witness**, provide each party with the answers, and allow for additional, limited follow-up questions from each party.
- The decision-maker(s) must explain any decision to exclude questions as not relevant

### 2. Rape Shield Protections

- *With or without a hearing*, evidence about Complainant's prior sexual behavior is **irrelevant** unless offered to prove someone else committed the conduct or if offered to prove consent

## Determination of Responsibility

### 1. Decision-Maker Determines Responsibility per §106.45(b)(7):

- Decision-maker must be trained to rule on relevance of questions and repetitive questions
- Must understand the “preponderance of the evidence” or “clear and convincing evidence” standard
- Reminder: The Title IX Coordinator or investigator cannot determine responsibility

### 2. Written Decision

- The written decision must include the findings of fact, conclusion, and the rationale
- If the Decision-Maker finds responsibility, the written decision should include recommendations for disciplinary sanctions for Respondent, remedies to the Complainant, and how to file an appeal



## Informal Resolution Process

- 1. Optional Process per §106.45(b)(9)**
  - May use informal resolution process on a case-by-case basis after formal complaint is filed
- 2. Informed, Mutual Consent**
  - Both parties must give voluntary, informed, and written consent but cannot be required as a condition of enrollment/employment
- 3. Right to Withdraw from Informal Process**
  - Either party can withdraw from informal process at any time and resume formal process
- 4. Not Suitable for Student vs. Employee Matters**
  - No informal process for allegations that an *employee* harassed a student

## Recordkeeping

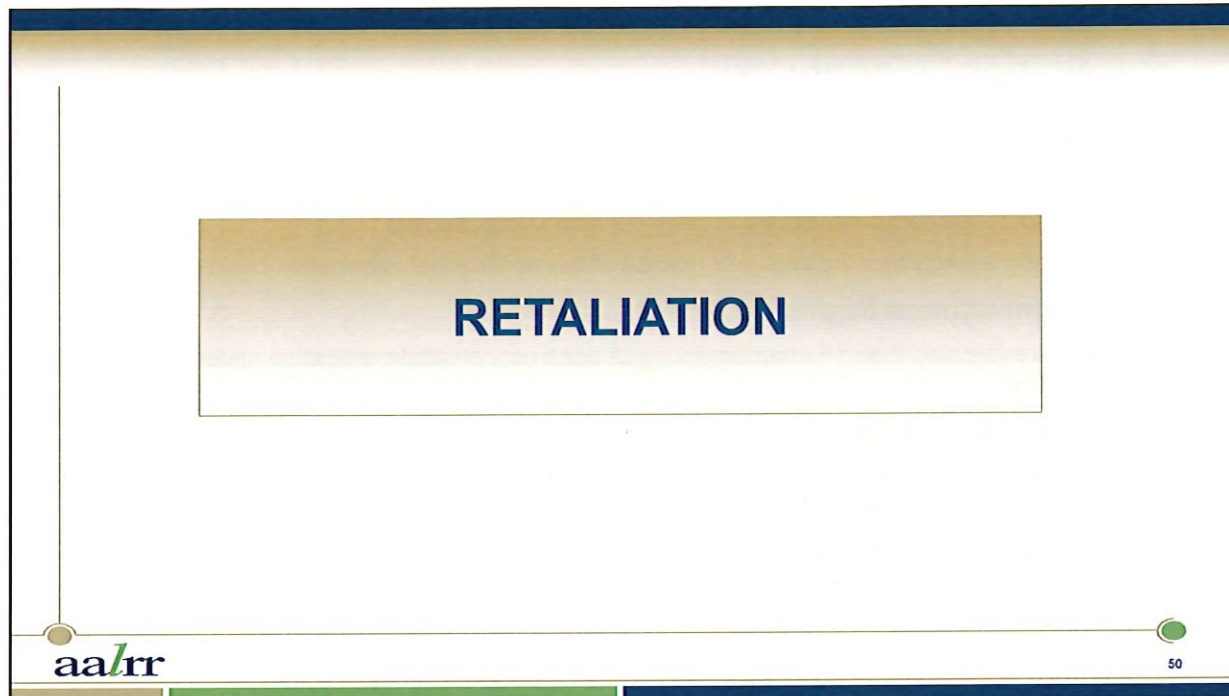
- 1. A recipient must maintain records for 7 years, including records of:**
  - Each sexual harassment investigation, including:
    - Determination regarding responsibility
    - Audio or audiovisual recording or transcript, if any, for K-12
    - Any disciplinary sanctions imposed on Respondent, if applicable
    - Any remedies provided to Complainant, if applicable

## Recordkeeping

- 2. A recipient must maintain records for 7 years, including records of:**
- Any appeal and the result of the appeal
  - Any informal resolution and the result of the informal process
  - All materials used to train Title IX Coordinators, investigators, decision-makers, appeal officers, and any person who facilitates an informal resolution process
    - These training materials must be publicly available on the institution's website
    - If no website, training materials must be available upon request for inspection by the public

## Recordkeeping

- 3. For each response required under §106.44, a recipient must create and maintain records for 7 years, including records of:**
- Any actions, including supportive measures, taken in response to a report or formal complaint of sexual harassment.
    - If the recipient did not provide supportive measures, it must document why that decision was not clearly unreasonable in light of the known circumstances
  - In each instance, recipient must document:
    - Why its response was not deliberately indifferent
    - The measures taken which were designed to restore or preserve equal access to the education program or activity



## Retaliation

- 1. Section 106.71(a) – Retaliation Prohibited**
  - No recipient or other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in an investigation, proceeding, or hearing.
- 2. Avoiding the Title IX Process May Be Retaliation**
  - If the alleged behavior falls under Section 106.30 definitions, a recipient cannot use the student conduct process as a way to avoid the rigorous Title IX grievance procedures; such a decision may constitute retaliation.
- 3. Retaliation Complaints Filed Under Same Process**
  - Retaliation complaints may be filed under the Section 106.8(c) grievance process.

## Retaliation, Continued

### 4. Confidentiality Required by Recipient

- Recipient must keep identity of Complainant, Respondent, and witness(es) confidential unless required by law “or as necessary to carry out Title IX proceeding”
- Regulations imply that the improper release of this confidential information could be retaliation

### 5. First Amendment Rights

- Parties exercising their 1<sup>st</sup> Amendment rights does not constitute retaliation under Section 106.71(a)

### 6. False Statement Charge

- Recipient charging an individual with making a false statement in bad faith during Title IX process is *not* retaliation
- A responsibility determination (or no responsibility determination) is not sufficient evidence to conclude there was a bad faith false statement

## PRACTICAL APPLICATION

## Hypotheticals 1-3

1. **Student A offers to name Student B the Competition Chair of the Robotics Club if Student B kisses Student A.**
  - Is this sexual harassment under Title IX?
2. **Teacher A offers Student B extra credit if the student buys the teacher groceries.**
  - Is this sexual harassment under Title IX?
3. **Coach A suggests Student Player B wear tight clothes to Coach's Math Class and to practice because it will "help with the student's future prospects."**
  - Is this sexual harassment under Title IX?

## Hypothetical 1 - Discussion

1. **Student A offers to assign Student B to be the Competition Chair of the Robotics Club if Student B kisses Student A.**
  - Is this sexual harassment under Title IX?
    - This will not qualify as "quid pro quo" harassment under Title IX because the condition must be offered by *an employee*. (But it could qualify under California law.)
    - This may also be some evidence of hostile environment sexual harassment under Title IX or California law; this warrants more questions to determine if there was additional sex-based behavior from Student A towards Student B.
    - Regardless, the student may file a complaint, and the Notice of Allegations should list all potential federal and state policy violations.

## Hypothetical 2 - Discussion

### 2. Teacher A offers Student B extra credit if the student buys the teacher groceries

- Is this sexual harassment under Title IX?
  - No. Under these facts alone, this is not enough to demonstrate “quid pro quo” sexual harassment because this alleged behavior is not “on the basis of sex.”
  - Similarly, this behavior, by itself, is not enough to demonstrate a hostile environment because it is not based on sex nor is it conduct of a sexual nature.
  - Depending on a district’s standards, the teacher’s behavior may be addressed as unprofessional and/or inappropriate conduct based on the Board Policy regarding Professional Standards or the Code of Ethics
  - PRACTICE TIP: The administrator fielding this allegation must ask questions to understand the full context of the matter.

## Hypothetical 3 - Discussion

### 3. Coach A suggests Student Player B wear tight clothes to Coach’s Math Class and practice because it will “help with the student’s future prospects.”

- Is this sexual harassment under Title IX?
  - This may be an example of “quid pro quo” harassment. The conditioning behavior can be implied or explicit.
  - May be unprofessional or inappropriate conduct under Professional Standards Policy or Code of Ethics
  - Query: Must the evidence demonstrate the conditioning behavior is “unwelcome” to the Complainant?
    - Prior legal analysis of “quid pro quo” indicates that “going along” with the condition does not necessarily mean it was welcome. Analyze on a case-by-case basis.

## Hypotheticals 4-5

**4. Student A enters your office and tells you that another student touched Student A's buttocks, which made Student A uncomfortable.**

- What do you need to know?
- What should you do?

**5. Student A enters your office and tells you that a teacher touched Student A's buttocks in the classroom and made a kissing sound, which scared Student A.**

- What do you need to know?
- What should you do?

## Hypothetical 4 - Discussion

**4. Student A enters your office and tells you that Student B touched Student A's buttocks, which made Student A uncomfortable.**

- What do you need to know?
  - Where did it happen? Is it on campus or in a location where recipient exercised substantial control over Student B/Respondent and the context in which the sexual harassment occurred?
  - Was the conduct based on sex? What's the nature of the touch?
  - Was the conduct against Student A's will?
- What should you do?
  - Contact Title IX Coordinator as this may be sexual harassment or other sexual acts under Title IX
  - Likely contact parents
  - Explain Title IX complaint process and how to file a formal complaint
  - Offer Supportive Measures with or without a formal complaint
  - If formal complaint filed, begin the complaint process

## Hypothetical 5 - Discussion

**5. Student A enters your office and tells you that a teacher touched Student A's buttocks in the classroom and made a kissing sound, which scared Student A.**

- What do you need to know?
  - Gather additional information as soon as possible about whether the teacher's actions were based on sex or of a sexual nature and how it made the student feel
- What should you do?
  - Contact Title IX Coordinator as soon as possible re Title IX sexual harassment or fondling
  - Notify parents of student allegations and intake meeting for Title IX
  - Consider Paid Administrative Leave for teacher
  - Consider filing CPS/CWS report or contact local law enforcement
  - Acceptable to delay Title IX investigation for a reasonable time if law enforcement has to gather evidence

**Coming Soon.....**



## Title IX 2023 Proposed Amendments

### 1. Hostile Environment Definition

- Currently, a hostile environment is when the conduct is “so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity.”
- The new regulations add “denies or limits a person's ability to participate in or benefit from the recipient's education program or activity.” (Proposed section 106.2)

### 2. Prohibited Discrimination

- The new regulations prohibit all forms of sex discrimination, including discrimination based on sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity. (Proposed section 106.10)
- The current regulations only address sexual harassment

## Title IX 2023 Proposed Amendments

### 3. Educational Program or Activity

- Currently, Districts are not required to address a sex-based hostile environment in the education program or activity if the conduct occurs outside of the education program or activity.
- Under the new regulations, “education program or activity” includes “conduct that occurs off-campus when the respondent is a representative or otherwise engaged in conduct under the recipient's disciplinary authority.” (Proposed section 106.11)

### 4. Responding to Complaints

- The current regulations require a District to respond to allegations of sexual harassment when it has “actual knowledge” of the harassment in a manner that is not “deliberately indifferent.”
- The new regulations require all Districts to operate their education programs or activities free from prohibited sex discrimination/harassment. This includes taking prompt and effective action to end any prohibited sex discrimination/harassment that has occurred. (Proposed section 106.44(a))

## Title IX 2023 Proposed Amendments

### 5. Training Employees

- The new regulations require Districts to provide clear information and training on:
  - When employees must notify the Title IX Coordinator about possible sex discrimination; and
  - How students can report sex discrimination for the purpose of seeking confidential assistance *or* for the purpose of asking a District to initiate its grievance procedures.

### 6. Allowing Complaints from Former Students or Employees

- The current regulations do not permit Title IX complaints from former students or employees who are not participating or attempting to participate in the District's education program or activity.
- The new regulations remove some of these barriers to filling a complaint, and allow complainant's to file a complaint even if they have chosen to leave the District's education program or activity as a result of the discrimination or for other reasons. (Proposed section 106.45(a)(2))

## Title IX 2023 Proposed Amendments

### 7. Informal Resolution

- Current regulations only allow informal resolution *after* a filed formal complaint
- The 2023 regulations will allow informal resolution *before* a formal complaint is filed.

### 8. Retaliation

- New definitions for "retaliation" and "peer retaliation" are being added in the 2023 regulations.
  - "Retaliation" would be defined as intimidation, threats, coercion, or discrimination against anyone because the person has reported possible sex discrimination, made a sex-discrimination complaint, or participated in any way in a person's Title IX process.
  - "Peer Retaliation" is prohibited under 2023 regulations and would be defined as retaliation by one student against another student

# Question & Answer Session

## Disclaimer

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# Thank You

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Alexandria Davidson represents California public school districts as general counsel. She has experience with employment-related matters, including certificated and classified employee discipline, reductions of force, certificated layoffs, and collective bargaining agreement interpretation. Ms. Davidson's practice also includes student discipline and general student matters, complaint processes, including Title IX, and well as general governance issues, the California Public Records Act, and the Brown Act. She has represented employers before the Public Employment Relations Board, Department of Fair Employment and Housing, California Department of Education, Office for Civil Rights, and the Office of Administrative Hearings. Ms. Davidson is an experienced trainer, including in FRISK, PROOF, and Title IX.

While attending Chapman University, Ms. Davidson received the CALL Award of Excellence in Client Counseling.

### Firm News

AALRR Announces 2021 Equity and Non-Equity Partners  
01.15.2021

Law Firm Expands Eminent Education Practice with Arrival of New Associates  
04.04.2012

### Events & Speaking Engagements

Ms. Davidson has spoken at CSBA (California School Boards Association) conferences and has conducted PROOF® and FRISK® trainings.

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### PRACTICE AREAS

Contract Enforcement &  
Collective Bargaining

Education

Investigations

Labor & Employment Law

Litigation

## Alexandria M. Davidson

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Module 3 | Title IX Decision Maker Training  
At Your Desk (Via Zoom), November 6 & 13, 2023 (must attend both sessions)

Module 2 | Title IX Investigator Training  
At Your Desk (Via Zoom), October 16 & 23, 2023 - must attend both sessions

Module 1 | Compliance Title IX Training for the Title IX Team  
At Your Desk (Via Zoom), 09.18.2023

2023 Title IX Training Academy  
At Your Desk (Via Zoom), Fall 2023

Module 1 | Compliance Title IX Training for the Title IX Team  
At Your Desk (Via Zoom), 09.11.2023

### Alerts & Articles

Restoring Justice with AB 1165  
07.03.2023

New Requirements for LEA Annual Notifications and Responses to Homicidal Threats  
01.31.2023

Federal Appellate Court Decision Further Complicates School District Authority to Discipline Off-Campus Student Speech  
08.01.2022

California Department of Education Proposes New Uniform Complaint Procedure Regulations  
04.22.2019

Guidelines and Suggestions to Help Prepare for and Respond to Student Protests  
02.27.2018

Former Administrator Entitled to Salary Placement under Faculty Salary Schedule  
09.14.2016

### Publications

Ms. Davidson contributes to the firm's publications.

## Alexandria M. Davidson

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### Blog Posts

Sworn Witness Declarations in Student Discipline Cases  
*EdLawConnect Blog*, 05.16.2018

New Data Breach Notification Requirements Now in Effect  
*EdLawConnect Blog*, 01.05.2016

Requesting Accommodation Is a Protected Activity  
*EdLawConnect Blog*, 09.28.2015

Requesting Accommodation Is a Protected Activity  
*Labor & Employment Law Blog*, 09.28.2015

Significant Private Sector Wage and Hour Decision Provides Guidance Regarding Employee Breaks and Meal Periods  
*EdLawConnect Blog*, 04.23.2012

Nonreelections and Year-End Performance Evaluations: Now is the Time to Think Ahead  
*EdLawConnect Blog*, 02.01.2012

## Melissa E. Gallegos

Partner

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Melissa Gallegos represents and advises California school districts, community college districts, and county offices of education in all education and employment law matters, including employee evaluation, discipline and dismissal, reasonable accommodation, interactive meetings, and restraining orders. She also assists with California Public Records Act responses; collective bargaining issues; and defending employers against allegations of discrimination with the Civil Rights Department and the Equal Employment Opportunity Commission. Ms. Gallegos' state-wide practice also includes conducting prompt and effective investigations, including complaints of discrimination, harassment and retaliation, including Uniform Complaints, Office of Civil Rights, Title 5, and Title IX investigations for both K-12 school districts and higher education institutions. She also serves as a hearing officer for Title IX hearings.

Ms. Gallegos is the Co-Chair of the AALRR's Women's Leadership Committee. She regularly presents at conferences for state-wide educational organizations, including the California School Board Association (CSBA), the California Latino School Boards Association (CLSBA), the California Association of Latino Superintendents and Administrators (CALSA), the Association of Chief Human Resource Officers/Equal Employment Officers (ACHRO/EEO), and the Community Colleague League of California (CCLC).

### Firm News

AALRR Announces 2023 Equity and Non-Equity Partners  
01.12.2023

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B.A., University of California, Los Angeles

### CLERKSHIPS

California Department of Justice,  
Office of the Attorney General  
Equal Employment Opportunity  
Commission  
Legal Aid Foundation of Los Angeles

### ADMISSIONS

2015, California  
U.S. District Court, Central District  
of California

### PRACTICE AREAS

Education

### LANGUAGES

Ms. Gallegos is proficient in



## Melissa E. Gallegos

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AALRR Commemorates the 50th Anniversary of Title IX  
06.23.2022

AALRR Hosts Inaugural Civil Rights Conference  
09.21.2018

### Events & Speaking Engagements

Ms. Gallegos has co-presented on topics such as sexual harassment, mandated reporting, and workplace investigations. She has spoken before an audience of over 400 staff and administrators at a district-wide meeting and has presented at ACSA (Association of California School Administrators) Personnel Academy.

Module 3 | Title IX Decision Maker Training  
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2023 Title IX Training Academy  
At Your Desk (Via Zoom), Fall 2023

### Alerts & Articles

*Title IX Proposed Rulemaking Addresses Athletic Participation Consistent with California Law*  
05.04.2023

2022-2023 Requirements of NCAA Board of Governors Policy on Campus Sexual Violence and Disclosure of Student Information  
09.06.2022

Spanish.

## Melissa E. Gallegos

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Newly Proposed Title IX Regulatory Amendments Explicitly Clarify That Title IX Prohibits Discrimination on the Bases of Sexual Orientation and Gender Identity  
07.18.2022

SB 493 Will Require Colleges and Universities to Revise Sexual Harassment Complaint Procedures in 2022  
12.14.2021

2021-22 Rules For K-12 Schools Come Into Focus  
07.20.2021

Key Considerations in Addressing "Sexual Harassment" Under the New Title IX Regulations and California Law  
09.11.2020

Issues to Consider While Implementing Distance Education: Part 2 – Protecting Student Information in the Cloud  
04.15.2020

Issues to Consider While Preparing for Distance Education: Part I – Privacy, Notice, and Consent  
03.30.2020

SB 89, SB 117, and CDE Guidance: What Local Educational Agencies Need to Know About the State's Response to the Coronavirus (COVID-19)  
03.21.2020

### Blog Posts

U.S. Department of Education Issues Proposed Amendments to Title IX Regulations  
*EdLawConnect Blog*, 07.28.2022

Leading and Managing Employees Remotely: Telecommuting in Education  
*EdLawConnect Blog*, 04.09.2020

### Community & Professional

- Latina Lawyers Bar Association, Member
- Los Angeles County Bar Association, Member
- Mexican American Bar Association, Member