IDAHO K-12 TITLE IX PROFESSIONAL LEARNING COMMUNITY #2

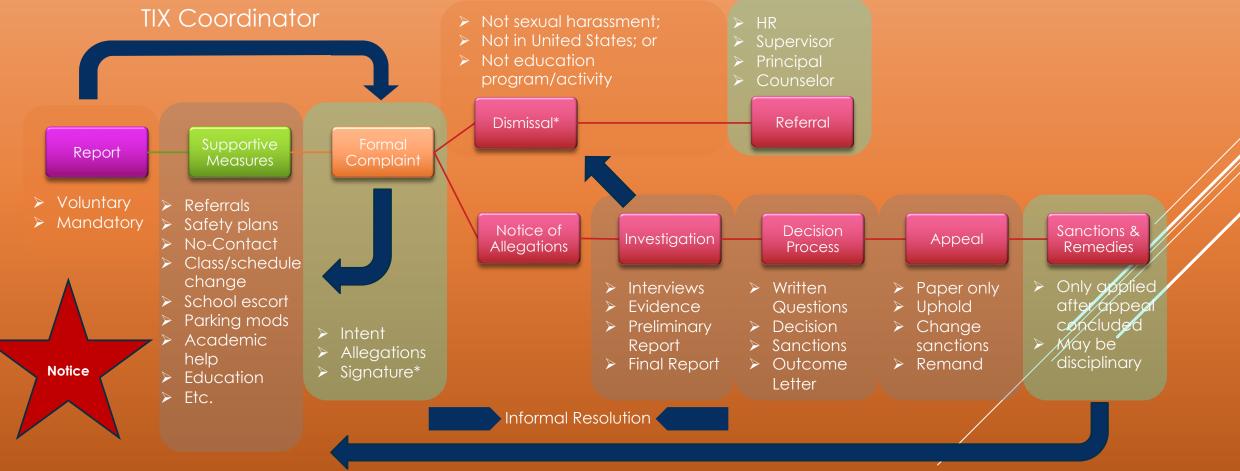
TITLE IX: GRIEVANCE PROCEDURE OVERVIEW Annie Hightower, Hightower Consulting, LLC May 9, 2023

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GRIEVANCE PROCEDURES – AN OVERVIEW

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TITLE IX FORMAL GRIEVANCE PROCESS – MUST PROVIDE FOR "PROMOTE AND EQUITABLE RESOLUTIONS OF STUDENT AND EMPLOYEE COMPLAINTS"



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Slide courtesy of Danielle Charters- modified for K-12

IMPORTANT DEFINITIONS – 34 CFR 106.30

Actual knowledge - Notice of sexual harassment or allegations there of to the TIX Coordinator OR to ANY employee of an elementary or secondary school

Formal Complaint – A document <u>filed by the</u> <u>complainant</u> or <u>signed by the TIXC</u> alleging sexual harassment against a respondent requesting the school investigate

Complainant must be participating in or attempting to participate in an educational program or activity

IMPORTANT DEFINITIONS – 34 CFR 106.30

Sexual Harassment – conduct on the basis of sex that is:

- Quid pro quo by an employee (conditioning of a benefit, help, etc. on participation in sexual contact); OR
- Unwelcome conduct that is so severe, pervasive and objectively offensive that it effectively denies access; OR
- Sexual assault forcible or nonforcible sex offense; OR

IMPORTANT DEFINITIONS – 34 CFR 106.30

Sexual Harassment (con't) – conduct on the basis of sex that is:

- Dating violence violence committed within an intimate or romantic relationship; OR
- Domestic violence misdemeanor or felony crime; OR

Stalking – a course of conduct directed at a specific person that would cause a reasonable person fear for their safety or other's safety or to suffer substantial emotional distress.