



**HENDERSON COUNTY  
PUBLIC SCHOOLS**

**TITLE IX REGULATIONS  
for  
HCPS STAFF**

# What is Title IX?

- Federal law passed in 1972
- Prohibits discrimination on the basis of sex in federally funded education programs and activities
- United States Department of Education Office for Civil Rights monitors Title IX compliance.
- Applies to all public and private educational institutions that receive federal funds
- Applies to all aspects of education, not just athletics
- Benefits everyone

# Who is Responsible for Title IX in HCPS?

**We all Are!**

The Title IX Coordinator oversees compliance efforts, but we are required to investigate any complaints of gender discrimination.

All students and employees must be notified of the name and contact information for the Title IX Coordinator  
(website, student code of conduct)

# What Conduct is Covered by Title IX?

Allegations of *sexual harassment* that occur in an *education program* or activity located within the United States and of which the district has *actual knowledge*.



# KEY TERMS

## Sexual Harassment:

- Quid Pro Quo harassment conditioning the provision of an aid, benefit, or service of the school on a person's participation in unwelcome sexual conduct
- Unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the school's education program or activity, including conduct based on sex stereotyping
- Sexual assault, as defined in federal law, or dating violence, domestic violence, or stalking as defined in federal law

# KEY TERMS

## Education Program:

- Any locations, events, or circumstances over which the school exercised substantial control over a Respondent and the context in which the alleged sexual harassment occurs, including any building owned or controlled by a recognized student organization.
- Includes field trips; school buses; extracurricular activities; and activity on district internet networks, digital platforms, and computer equipment

## Actual Knowledge:

- Notice of allegations of sexual harassment by the Title IX coordinator or any other school employee (teachers, bus drivers, counselors, child nutrition, etc.)

# What Groups Are Covered by Title IX?

- **Student on Student**
- **Employee on Student**
- **Employee on Employee**
- **Applicants for admission and/or employment**
- **Student organizations**
- **Third parties participating in an education program or activity (i.e. chaperones for a field trip)**

All employees should be familiar with how to direct students/parents or other employees on how to make a report. For instance, if a student informs a teacher that they have been sexually harassed, the teacher should not only report it to administration but also inform the student that the student can report it as well and who to report it to.





**All HCPS employees MUST immediately report incidents or reports of sexual harassment.**

**Who Should the Report be Made to?**

**Jennifer Shelton, Title IX Coordinator**

**[jrshelton@hcpsnc.org](mailto:jrshelton@hcpsnc.org)**

**828-697-4566**

**and also to your school administrator**