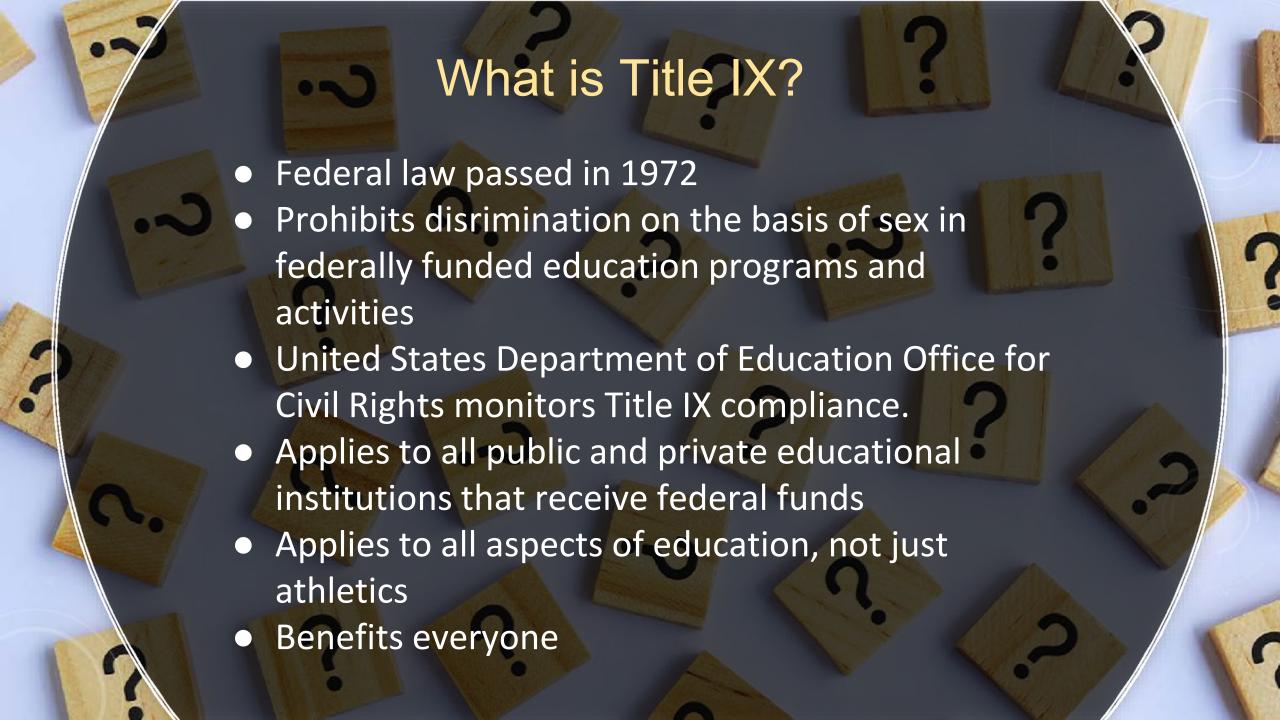


# TITLE IX REGULATIONS for HCPS STAFF



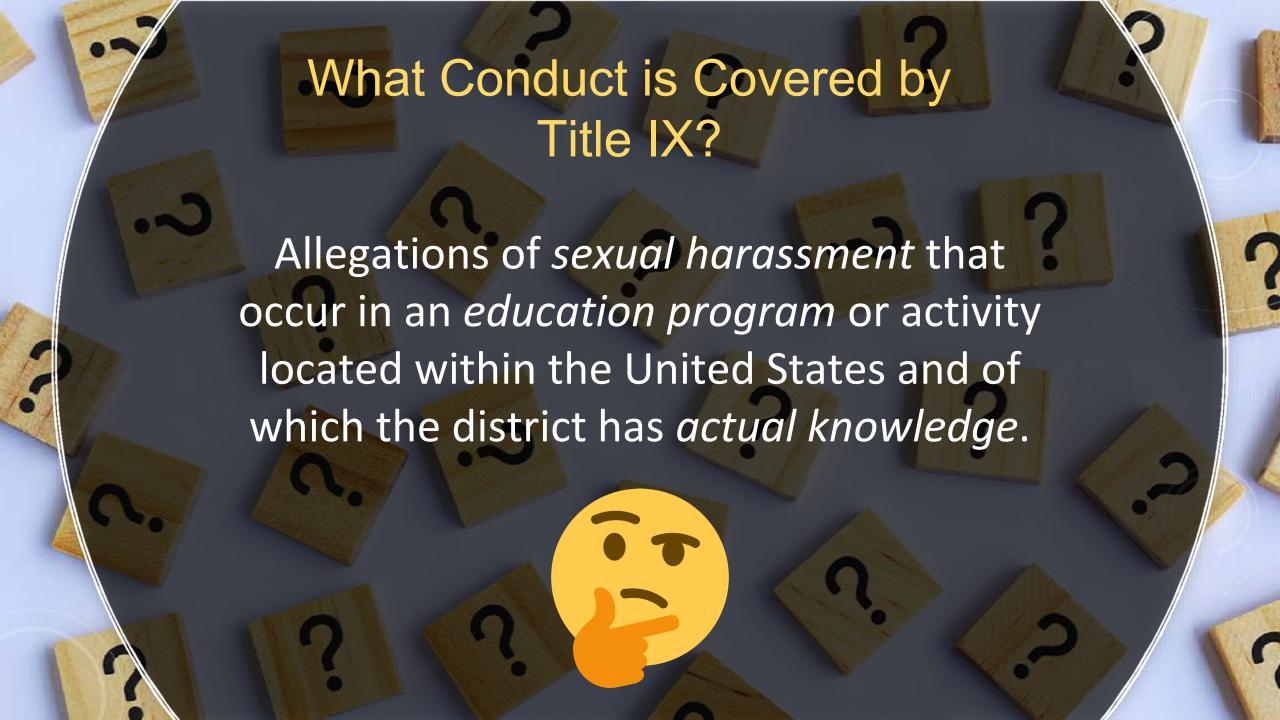
### Who is Responsible for Title IX in HCPS?

#### 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)





#### **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**

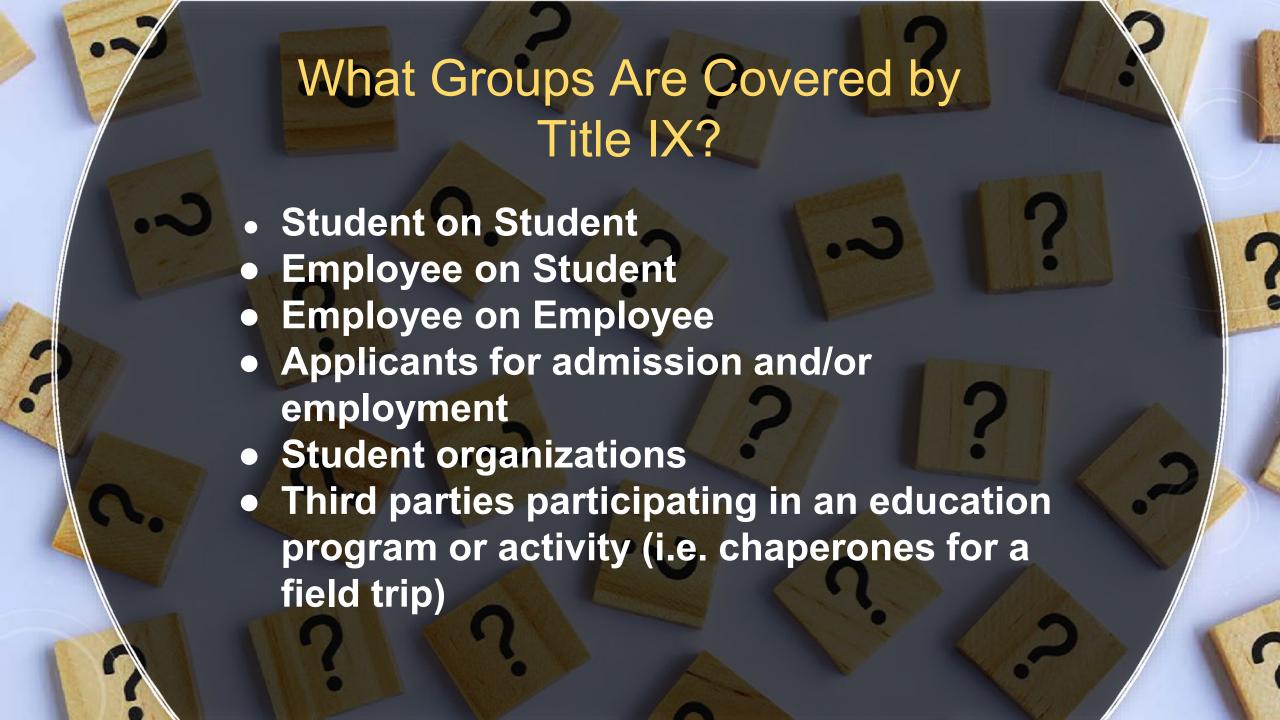
#### **Education Program:**

- Any locations, events, or circumstances over which the school exercised substantial control over a Respondent and the context in which the alleged sexual harrassment 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.)





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 irshelton@hcpsnc.org
828-697-4566
and also to your school administrator