

Title IX Basics

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**Students Against
Sexual Harassment**




Content Warning

****SASH Club Power Topics may include sensitive content that may be difficult to present and may possibly be triggering to some participants.****

You may want to seek the support of an ally during this presentation, especially if you're a survivor of sexual violence.

What's Ahead:

- What does Title IX say?
- Why was it written?
- How does it affect you?
- Why must schools comply?
- Who's in charge of Title IX at your school?
- To do immediately if you are sexually assaulted
- If you are sexually harassed



**Remember to
download the
presenter notes on
the [Power Topics](#)
webpage**

1969

2023



“I want to sign up for wood shop.”



“Sam keeps touching me.”



“I want to join a girls’ baseball team.”

“That class is only for boys. How about home economics?”

“Ignore him. He does it because he likes you.”

“Girls aren’t that interested in baseball.”

“Sure. Let’s add that to your course schedule.”

“We’ll investigate right away.”

“Sign up in the gym.”

Federal laws prohibit discrimination

1964

Civil Rights Act

Prohibits workplace discrimination based on race, sex religion, national origin

1967

Age Discrimination in Employment Act

Prohibits age discrimination in the workplace

1972

Title IX of the Education Amendments

Prohibits sex-based discrimination in schools

What Title IX says



“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.”



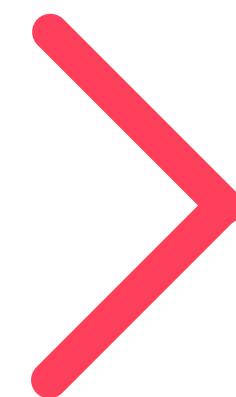
“Title IX only has 37 words.”

“And it doesn’t even mention sexual harassment!”



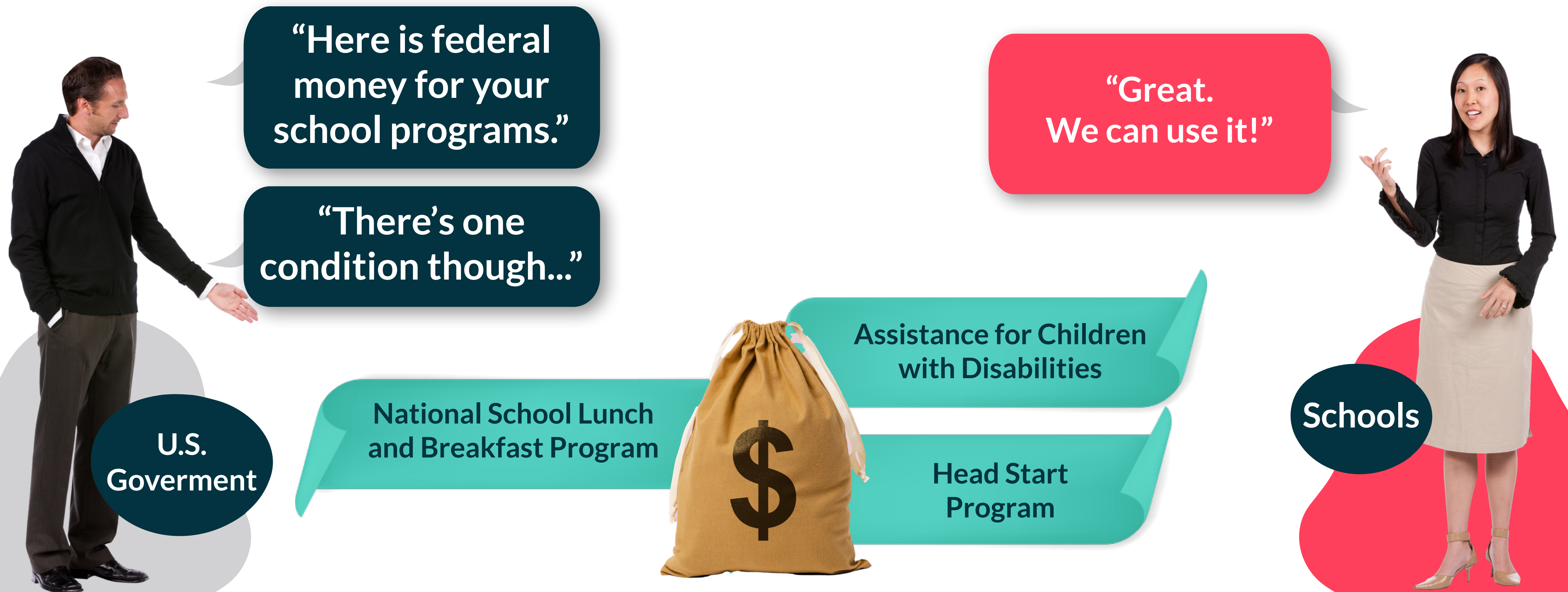
Discrimination based on sex means...

“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.”



Treating someone unequally because of that person's sex, sexual orientation, gender identity, or pregnancy/parenting.

Why must schools follow Title IX?



Why must schools follow Title IX?



U.S.
Government

“... you must follow federal non- discrimination laws, including Title IX.”

“Otherwise, you might lose your federal funding.”

National School Lunch
and Breakfast Program

Assistance for Children
with Disabilities

Head Start
Program



“We want all our students have equal access to education.”



Schools

Equal access to education means all genders can:

- ✓ Participate equally in class
- ✓ Participate equally in athletics
- ✓ Take courses they're interested in
- ✓ Learn without sexual harassment

Private schools too



U.S.
Government

“If you receive federal money, you need to follow our rules.”



“Do we have to?”



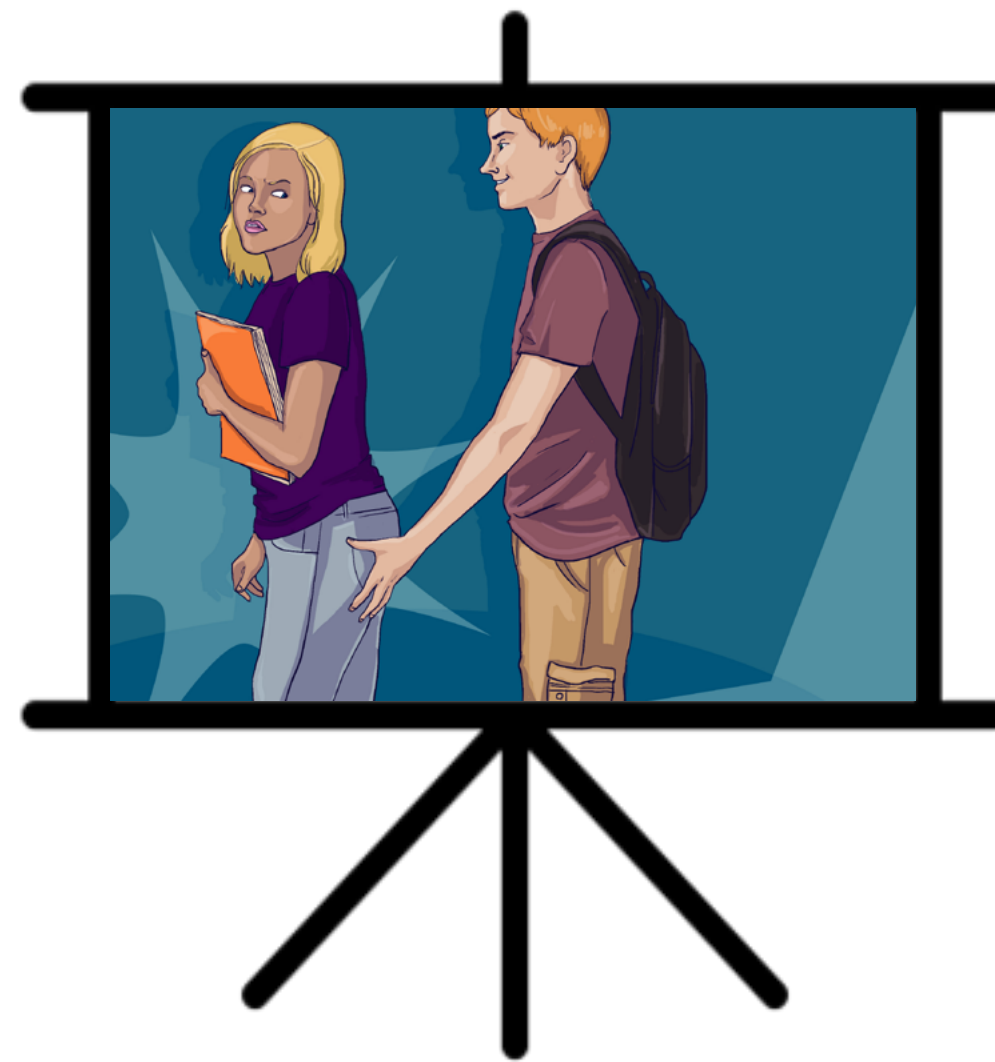
Schools

Title IX applies to many kinds of sexual harassment

- > Sexual assault
- > Sexual hazing
- > Unwelcome sexual touching
- > Inappropriate comments
- > Unwanted sexual messages
- > Cyber-harassment
- > Sexting



How does Title IX apply to sexual harassment?



“Isn’t harassing behavior a violation of Title IX?”

“The harasser isn’t violating Title IX.”

“Title IX applies to schools. It’s up to the school to do something about the harassment and prevent it from happening again.”



Levels of sexual harassment

Minor teasing, offhand comments, or isolated incidents that are not frequent or serious might not fall under Title IX protections ...

Hey !@*?



Levels of sexual harassment

... but Title IX prohibits sexual harassment when it is so frequent or severe that it creates a hostile or unsafe place to learn.

!@*?

Such a @*&!

Come here, #*%!



What should a school do?

Students shouldn't have to wait until the sexual harassment gets worse before the school does something about it.

Who takes action about Title IX and sexual harassment at your school?




Title IX Coordinator



I make sure that:

- Investigations of reports and complaints of sexual harassment are adequate, reliable, timely, and fair
- Those who respond to Title IX complaints are properly trained
- Our district collects and analyzes data about sexual harassment and gender discrimination

Watch a **Title IX Coordinator** help a parent.



Your school district must have at least one person who makes sure that your school complies with its responsibilities under Title IX.

Locating the Title IX Coordinator

Do you know who the Title IX Coordinator is in your school district?

How can you find out?

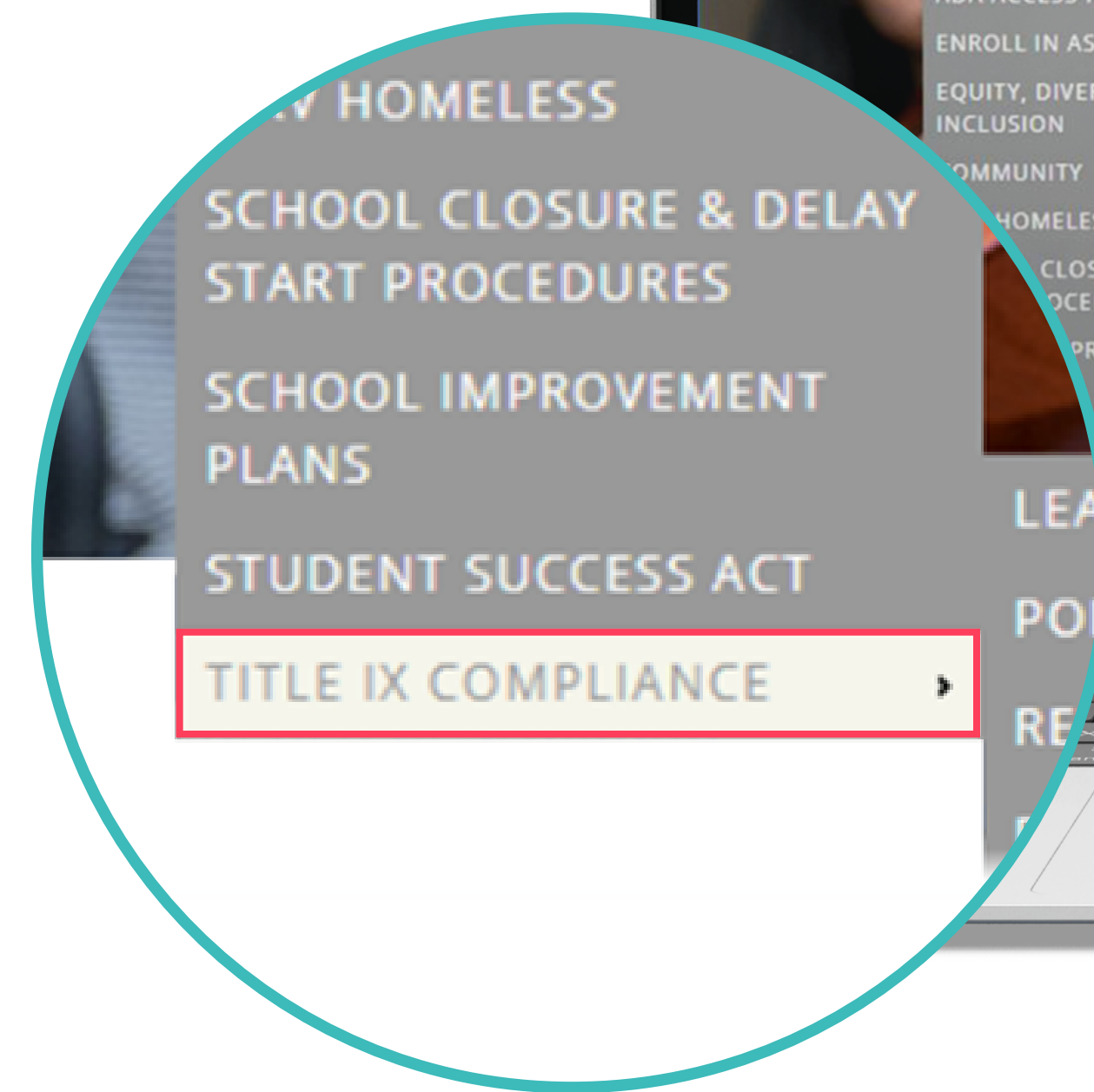
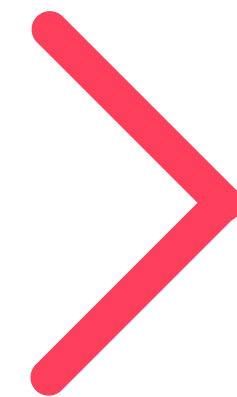
“I can’t find the Title IX Coordinator on our school website!”



Locating Title IX Information

Information about Title IX at your school should be easy to find. It's the law!

Can you locate it on your school's website without doing a lot of searching?



Locating Title IX Information

How easy is it to find out about your school's sexual harassment policy, how to report, and whom to report to? Is the language clear and direct?

I. COMPLAINT PROCEDURE

The sexual harassment complaint may be filed with the Principal or their designee or a teacher at the school site. If the individual feels uncomfortable, the complaint may be filed with the Title IX Coordinator. The complaint may be in writing or verbally. The Title IX Coordinator is located in the Office of Equity at 555 Franklin Street, Third Floor, San Francisco, CA 94102. The phone number is (415) 355-7334.

Additional information can be found below and at: www.sfusd.edu.



II. PROHIBITED SEXUAL HARASSMENT

1. Prohibited sexual harassment includes, but is not limited to, unwelcome sexual advances, requests for sexual favors, and other verbal, visual or physical conduct of a sexual nature
2. Types of conduct which are prohibited in the District and which may constitute sexual harassment include, but are not limited to:
 - a. Unwelcome leering, sexual flirtations or propositions
 - b. Sexual slurs, epithets, threats, verbal abuse, derogatory comments or sexually degrading descriptions
 - c. Graphic verbal comments about an individual's body, or overly personal conversation
 - d. Sexual jokes, notes, stories, drawings, pictures or gestures
 - e. Spreading sexual rumors

Check in: How well do you know Title IX?

Does Title IX apply here? Why?
What should happen?



“Like my basketball jersey? The school provides them free to the boys’ team.”

“You’re lucky. The girls’ team has to rent our uniforms.”



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“Like my basketball jersey? The school provides them free to the boys’ team.”

“You’re lucky. The girls’ team has to rent our uniforms.”

Under Title IX, students must have **equal opportunity** to participate in school athletic programs. If the school pays for uniforms for the boys’ teams, it must provide uniforms for the girls’ teams.



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$$\begin{aligned} & \lim_{\Delta x \rightarrow 0} \frac{f(x + \Delta x) - f(x)}{\Delta x} \\ &= \lim_{\Delta x \rightarrow 0} \frac{(x + \Delta x)^2 - x^2}{\Delta x} \\ &= \lim_{\Delta x \rightarrow 0} \frac{x^2 + 2x\Delta x + (\Delta x)^2 - x^2}{\Delta x} \\ &= \lim_{\Delta x \rightarrow 0} \frac{2x\Delta x + (\Delta x)^2}{\Delta x} \\ &= \lim_{\Delta x \rightarrow 0} 2x + \Delta x \end{aligned}$$

“I’d like to sign up for your
calculus class.”

“You sure? You’d be the only girl.”



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Schools must not discourage a student from taking courses because of **gender stereotypes**. For example, math is not a “boy’s subject,” and art is not a “girl’s subject.”



Check in: How well do you know Title IX?

Does Title IX apply here? Why?



“I love these nude pics Chris sent me.”

“I have some better ones.”



Check in: How well do you know Title IX?

Does Title IX apply here? Why?



“I love these nude pics Chris sent me.”

“I have some better ones.”

Sending **sexually explicit photos or videos** of oneself or others using mobile devices is a kind of harassment that can be against state regulations, school policies and Title IX. It can also violate child pornography laws.



Check in: How well do you know Title IX?

Does Title IX apply here? Why?
What should happen?



“It’s been 3 months since I reported him
for groping and it’s still happening.”

“Toughen up, buttercup.”



Check in: How well do you know Title IX?

Does Title IX apply here? Why?
What should happen?



“It’s been 3 months since I reported him for groping and it’s still happening.”

“Toughen up, buttercup.”

Your school **cannot ignore you or blame you** if you report sexual harassment. Under Title IX, schools must respond to reports of sexual harassment quickly and take proper steps to stop it and prevent it from happening again.



Now that you know about Title IX

Which of these are true? Which aren't? Why?

- “Title IX prohibits sex discrimination in schools that receive federal money.”
- “Under Title IX students of any gender must have equal access to education.”
- “All sexual harassment in schools is illegal under Title IX.”
- “A student who sexually harasses another student is violating Title IX.”
- “All public school districts must have a Title IX Coordinator.”
- “Title IX does not apply to LGBTQ students.”



Now that you know about Title IX

Which of these are true? Which aren't? Why?

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Do More

- Make sure the school has a Title IX Coordinator, that their contact information is publicly available, and their trainings for staff are posted.
- Write about sexual harassment and Title IX for the school newspaper.
- Invite guest speakers to explain sex discrimination, sexual harassment, and Title IX.
- Read and summarize the school's anti-discrimination and anti-harassment policies.
- Interview the district's Title IX Coordinator by using the checklist in the SSAIS guide **How to Gather Information About A School District's Title IX Policies.**

Learn More

- > Link of YouTube video:
 - Parent gets help from a Title IX Coordinator (11 mins.)
- > Online webpages with more information:
 - Stop Sexual Assault in Schools
 - Know your rights at school
 - Nine ways Title IX protects high school students
 - How to gather information about a school district's Title IX policies
 - Title IX at 50

To Do Immediately if Sexually Assaulted

- > Get away from the attacker to a safe place as fast as you can.
- > Then call 911 or the police.
- > Call a friend or family member you trust.
- > You can call a crisis center or hotline to talk with a counselor.
- > One 24/7 option, for all genders, is the Rape, Abuse & Incest National Network (RAINN) National Sexual Assault Hotline at 800-656-HOPE(4673).
- > RAINN will connect you with a rape crisis center in your area.
- > Visit the [Survivor Support page](#) for more helpline options and details.

To Do Immediately if Sexually Assaulted

- > Preserve the evidence, even if you are unsure you will report.
- > **Do not:**
 - Wash, comb your hair, or clean any part of your body
 - Brush your teeth
 - Change clothes, if possible, so the hospital nurse can collect evidence
 - Touch or change anything at the scene of the assault
- > **Seek medical attention ASAP at your nearest hospital ER:**
 - You need to be examined, treated for any injuries, checked for possible sexually transmitted infections (STIs) or pregnancy, and can receive preventative medicine.
 - The nurse or doctor will collect evidence the attacker may have left behind.
- > **Ask hospital staff to connect you with a local rape crisis center**

If You are Sexually Harassed

It isn't your fault... and you can get help to make it stop.

- Reach out ASAP to a friend, school counselor or trusted adult for immediate safety & support to bring the issue to your Dean of Students, Principal, or Title IX Coordinator.
- Confidential National Sexual Assault Hotline: 1-800-656-4673
www.rainn.org
- Learn about your rights and how to take action on the [Stop Sexual Assault in Schools website](http://StopSexualAssaultinSchools.org)

Feedback & Suggestions:

SASH Club welcomes your feedback and suggestions on the content of this presentation. Contact us via:

Web: www.sashclub.org

Email: sashclub@ssais.org

Instagram: [@sashclubs](https://www.instagram.com/sashclubs)

Facebook: [@sashclubs](https://www.facebook.com/sashclubs)

Twitter: [@sashclubs](https://twitter.com/sashclubs)



Contact an adult advisor with your questions or concerns about local issues.



THANK YOU

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Sexual Harassment**