Title IX Basics
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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
I want to sign up for wood shop.

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

Sam keeps touching me.

Ignore him. He does it because he likes you.

I want to join a girls' baseball team.

Girls aren't that interested in baseball.
“I want to sign up for wood shop.”

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

“Sam keeps touching me.”

“We’ll investigate right away.”

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

“Sign up in the gym.”
Federal laws prohibit discrimination

- **Civil Rights Act 1964**
  - Prohibits workplace discrimination based on race, sex religion, national origin

- **Age Discrimination in Employment Act 1967**
  - Prohibits age discrimination in the workplace

- **Title IX of the Education Amendments 1972**
  - Prohibits sex-based discrimination in schools
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.

“What Title IX says

“Title IX only has 37 words.”

“And it doesn’t even mention sexual harassment!”
Discrimination based on sex means...

**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.

Treating someone unequally because of that person's sex, sexual orientation, gender identity, or pregnancy/parenting.
Why must schools follow Title IX?

“Here is federal money for your school programs.”

“There’s one condition though...”

“Great. We can use it!”

U.S. Government

- Assistance for Children with Disabilities
- National School Lunch and Breakfast Program
- Head Start Program

Schools
Why must schools follow Title IX?

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

“Otherwise, you might lose your federal funding.”

“We want all our students have equal access to education.”
Equal access to education means all genders can:

- Participate equally in class
- Take courses they’re interested in
- Participate equally in athletics
- Learn without sexual harassment
Private schools too

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

“Do we have to?”

U.S. Government

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?”
How does Title IX apply to sexual harassment?

“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 ...
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.
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

Your school district must have at least one person who makes sure that your school complies with its responsibilities under Title IX.
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
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!”
Information about Title IX at your school should be easy to find.

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

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

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

“You sure? You’d be the only girl.”

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= \lim_{\Delta x \to 0} \frac{(x + \Delta x)^2 - x^2}{\Delta x} \\
= \lim_{\Delta x \to 0} \frac{x^2 + 2x\Delta x + (\Delta x)^2 - x^2}{\Delta x} \\
= \lim_{\Delta x \to 0} \frac{2x\Delta x + (\Delta x)^2}{\Delta x} \\
= \lim_{\Delta x \to 0} 2x + \Delta x
\]
"I’d like to sign up for your calculus class."

"You sure? You’d be the only girl."

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? What should happen?

“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? What should happen?

“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.”
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.

“Toughen up, buttercup.”

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.”

Check in: How well do you know Title IX?
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?

✔ “Title IX prohibits sex discrimination in schools that receive federal money.”
✔ “Under Title IX students of any gender must have equal access to education.”
X “All sexual harassment in schools is illegal under Title IX.”
X “A student who sexually harasses another student is violating Title IX.”
✔ “All public school districts must have a Title IX Coordinator.”
X “Title IX does not apply to LGBTQ students.”
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.
Link of YouTube video:
• Parent gets help from a Title IX Coordinator (11 mins.)

Online webpages with more information:
• Know your rights at school
• Nine ways Title IX protects high school students
• Seven questions about Title IX, answered
• How to gather information about a school district’s Title IX policies
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 at www.sashclub.org/survivor-support/ 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
Feedback & Suggestions

• SASH Club welcomes your feedback and suggestions on the content of this presentation. Contact us via:
  • [www.sashclub.org](http://www.sashclub.org)
  • Email: [info@sashclub.org](mailto:info@sashclub.org)
  • Instagram: [@sashclubs](https://www.instagram.com/sashclubs)
  • Facebook: sashclubs
  • Twitter: [@sashclubs](https://twitter.com/sashclubs)

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