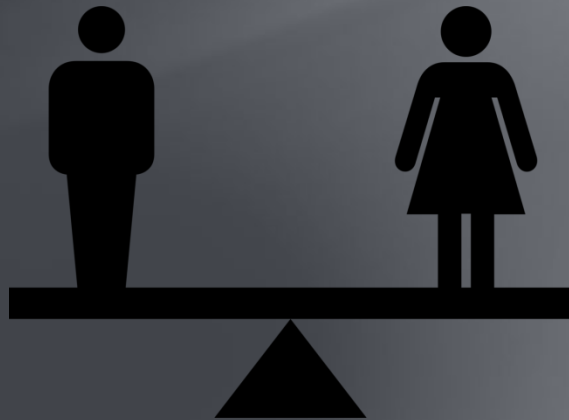


Title IX

Annual Review



The Law

Title IX of the Educational Amendments of 1972 (20 U.S.C. § 1681 *et seq.*) prohibits sex discrimination in education and in educational employment.

“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 educational program or activity receiving Federal financial assistance.”

The Law

Connecticut Law Sec. 10-15c

“The public schools shall be open to all children five years of age and over ...and each child shall have...an equal opportunity to participate in the activities, programs and courses of study, without discrimination on account of race, color, sex, religion, national origin, or sexual orientation...”

Who is Protected?

Men and Women

Staff and Students



Protected Classes

- ❖ Race
- ❖ Color
- ❖ Religious Creed
- ❖ Sex
- ❖ Age
- ❖ National Origin
- ❖ Ancestry
- ❖ Marital Status
- ❖ Sexual Orientation
- ❖ Mental Retardation
- ❖ Physical Disability or Learning Disability, or
- ❖ Any Other Basis Prohibited by Connecticut or Federal Law

Educational activities covered by Title IX:

- Recruitment
- Admissions
- Financial aid/scholarships
- Facilities and housing
- Course offerings and access
- Counseling
- Health insurance benefits and services
- Athletics and other extra-curricular activities
- Employment

What is discrimination?

Intentional decisions to treat people differently because of race, color, religion, sex, age, etc.



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Sexual Harassment

Harassment is discrimination!

Sexual harassment is conduct of a sexual nature that



is unwanted and unwelcome and



interferes with a the right to learn, study, work, achieve, or participate in school activities in a comfortable and supportive atmosphere

Sexual Harassment can be

- ☞ Perpetrated by a teacher, student, or third party
- ☞ Directed by either gender at the other
- ☞ Directed at a victim of the same gender as the harasser.

It can cause

☞ Physical or emotional injury

☞ Disruption of education

☞ Legal liability for a school



It may take the form of

Adult to adult

Student to student



Adult to Student or Student to Adult



Two Types of Sexual Harassment

Quid Pro Quo

Benefits (or penalties) are conditioned on an individual's submission to (or failure to submit to) requests for sexual favors

Hostile Environment

Harassment is sufficiently severe and pervasive to limit the victim's ability to participate in classes, activities, or other aspects of the education program/school

What should you do about harassment, sexual or otherwise?


1. Act *before* conduct amounts to unlawful harassment.
2. Exercise legal obligation to take steps to prevent harassment and address any harassment that occurs.
3. Report to building administrator or district coordinator.

District Coordinator

- Amy Aresco: aairesco@southingtonschools.org
- Erin Nattrass: enattrass@southingtonschools.org

If someone makes an allegation of discrimination, please notify Amy and Erin.

A district level investigation may be necessary if complaint is not resolved or if complainant plans to file with OCR.

A complainant always has the right to lodge a
complaint with 

Office of Civil Rights

U.S. Department of Education

8th Floor

5 Post Office Square

Boston, MA 02109-3921

Telephone: (617) 289-0111

[Email: OCR.Boston@ed.gov](mailto:OCR.Boston@ed.gov)

Commission on Human Rights and Opportunities

25 Sigourney Street

Hartford, CT 06106

860/ 541-3400

Connecticut Toll Free 1-800-477-5737

Why Women and Men Don't Report Harassment

- ⊗ Fear of Retaliation
- ⊗ Fear of Humiliation
- ⊗ Fear of Being Labeled a Trouble-Maker
- ⊗ Fear of Over-reacting
- ⊗ Fear of Being Ostracized
- ⊗ Fear of Career Damage
- ⊗ Fear of Husband/Wife Reactions
- ⊗ Fear of Job Loss

Sexual Harassment Complaint Procedure (BOE Regulation - 4118.12 / staff)

Step 1- Informal Level

- Request meeting with administrator (to be held within 14 calendar days) in effort to resolve informally
- If uncomfortable with immediate administrator, request may be made to district coordinator

Sexual Harassment Complaint Procedure (BOE Regulation - 4118.12 / staff)

Step 2 – Formal Level (not resolved informally)

- Complaint filed with administrator or district coordinator within 60 days of alleged violation
- Forms obtained from building administrator, district coordinator, or personnel office
- Meeting held within 14 calendar days
- Investigation commences and written decision within 14 calendar days

SOUTHINGTON SCHOOL DISTRICT SEXUAL HARASSMENT COMPLAINT FORM

Date Received in Central Office: _____

Please complete:

Complainant's Name:

Date:

Name(s) of Alleged Harasser(s):

Name of Witnesses (if any):

Date(s) of Alleged Harassment:

Statement of the circumstances in which the alleged harassment occurred: