



- Title IX
- The Board of Education Policy is to maintain a learning and working environment free from any form of sex discrimination or sexual harassment
- The District's response is triggered by notice to a Title IX Coordinator
- Each building has a designated Title IX Coordinator
- The District Title IX Coordinators are:
 - Robert Stacy, primarily for staff issues that arise
 - Dr. Valerie Kelsey, primarily for student issues that arise

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- Title IX Definitions
- Sex Discrimination occurs when an individual, because of his or her sex, is denied participation in or the benefits of any program or activity receiving federal financial assistance.
- It includes when the District refuses to hire, disciplines or discharges any individual, or otherwise discriminates against an individual with respect to terms or privileges of employment on the basis of the individual's sex.

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- Title IX Definitions (continued)
- Sexual Harassment includes any of the 3 types of misconduct on the basis of sex:
 - Any instance of quid pro quo (this for that) harassment by a school's employee;
 - Any unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it denies a person's equal access to the District's educational programs or activities; or
 - Any instance of sexual assault, dating violence, domestic violence, or stalking

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- Title IX Reporting
- Any person may report sex discrimination, including sexual harassment
- Such report may be made at any time to the Title IX Coordinator
- The complaint must be filed formally
- Allegations contained in any formal complaint will be investigated
- The standard of evidence is "clear and convincing evidence" that the alleged conduct occurred

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- Title IX
- Board Policy 4000.1 is the guiding policy
- Any questions can be directed to:
 - Robert A. Stacy
 - Executive Director of Talent & Human Resources
 - stacyr@newlondon.org