

IDAHO K-12 TITLE IX PROFESSIONAL LEARNING COMMUNITY AY23-24 #1

TITLE IX: RESPONSIBILITIES AND RESOURCES

Annie Hightower, Hightower Consulting, LLC

December 2023

Annie Hightower: Hightowerconsultingllc@gmail.com



PLC format
Title IX basics
Resources for compliance
Updates on pending grievance process
changes

PLC FORMAT

Annie Hightower: Hightowerconsultingllc@gmail.com

TITLE IX BASICS

Annie Hightower: Hightowerconsultingllc@gmail.com

What is 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."

CURRENT TITLE IX RULES ON SEXUAL HARASSMENT EFFECTIVE 8/14/20

- ▶ Have the force and effect of law
- ▶ Changes coming soon current administration



MAJOR REQUIREMENTS

1. Policy of non-discrimination and notice of policy
2. Title IX Coordinator – identify and inform
3. Title IX sexual harassment grievance procedures reflecting new rules – adopt and publish
4. Title IX team – designate and train (publication requirement)
5. All K12 employees – mandatory reporters



EXAMPLE: TIX INFO ON WEBSITE



Emmett Independent School District

Emmett Ensures Educational Excellence

STAFF LINKS ▾

[Infinite Campus](#)

[Calendar](#)

[Athletics](#)



[About Us](#)

[Departments](#)

[Our Schools](#)

[Parents and Students](#)

[School Board](#)

[Transparency](#)

[Contact Us](#)

[Continuous Improvement Plan](#)

[ESD News](#)

[Emmett Public School Foundation](#)

[Emmett School District Charter](#)

[Our Community](#)

[Programs](#)

[Staff Directory](#)

[State Report Cards](#)

[Title IX - Sexual Discrimination](#)

[Volunteer Handbook & Form](#)

Photo by Bob Bales

TIX WEBSITE

- ▶ How does TIX apply/what is it?
- ▶ TIX Coordinator – Name, phone, email, *physical address*
- ▶ Policy and grievance process
- ▶ Trainings completed with links to training materials
- ▶ Info on how to file a complaint

RESOURCES

Annie Hightower: Hightowerconsultingllc@gmail.com



[Policy Services Member Login](#)



The Idaho School Boards Association advocates for Idaho students and public education with leadership and service for local school boards.

Championing Education Since 1942

RESOURCE: TITLE IX UNIVERSITY



K-12
TITLE IX
UNIVERSITY

**K-12 Title IX
Investigator/
Decision-Maker Training
Level 1**

© Institutional Compliance Solutions 2020 All Rights Reserved

10 lessons from 4-15 minutes each

Annie Hightower: Hightowerconsultingllc@gmail.com

RESOURCE: TITLE IX UNIVERSITY

- ▶ Low-cost basic training
 - ▶ Title IX Basics for K-12
 - ▶ Title IX Coordinator Certification Course
 - ▶ Title IX Investigator and Decision Maker Course
 - ▶ Title IX Informal Resolutions
 - ▶ Title IX Appellate Decision-Makers
 - ▶ Title IX Athletics

RESOURCE: DOCUMENT TEMPLATES

- ▶ ICS Title IX Survival Kit and report triage tool
- ▶ Discounted rate on ICS virtual courses
 - ▶ <https://icslawyer.com/ics-events/k-12/>

RESOURCE: OTHER RESOURCES

- ▶ Professional Learning Communities
- ▶ On demand process compliance assistance

PENDING UPDATES TO GRIEVANCE PROCESS

Annie Hightower: Hightowerconsultingllc@gmail.com

GRIEVANCE PROCESS CHANGES

- ▶ Expected publication date – March 2024
 - ▶ Effective date currently unknown
 - ▶ Definition changes (coverage and SPOO)
 - ▶ Application to all complaints
 - ▶ Jurisdictional change
 - ▶ Exclusion of confidential employees from reporting requirements
 - ▶ Training
 - ▶ Information resolution

QUESTIONS?

hightowerconsultingllc@gmail.com

(208) 389-8050