Title IX Compliance Essentials for K-12 Education
Training & Certification Course Agenda

Description:
Title IX Compliance Essentials for K-12 Education introduces practitioners to Title IX’s core tenets for addressing sex- and gender-based harassment and discrimination within the school or district’s education program and activities. This one-day course provides all Title IX team members, such as K-12 Title IX Coordinators and individuals who conduct investigations, with a solid foundation in key aspects of Title IX compliance, focusing on the most recent Title IX regulatory requirements.

The course begins with a brief orientation to the history and purpose of Title IX, which provides valuable insight into the evolution of Title IX regulations and court decisions. ATIXA’s expert faculty members will also discuss the major stages of the Title IX grievance process; the scope of Title IX; core elements of the federal regulations, including the definitions of sex-based harassment; Title IX enforcement mechanisms; and mandated reporting responsibilities for all school and district staff.

This course covers the essential elements required for training under the current Title IX regulations. This course’s design allows practitioners to then progress into role-specific courses, such as K-12 Coordinator Foundations and K-12 Investigator Foundations, that provide in-depth treatment of specific phases of the grievance process based on roles and responsibilities.

Learning Objectives:
After completing this course, participants will be able to…

▪ Understand the school or district’s fundamental obligation to stop harassment and discrimination, prevent its recurrence, and remedy its effects
▪ Explain their Title IX responsibilities to respond to reported sex-based harassment and discrimination
▪ Identify roles and responsibilities of different Title IX team members, including the school or district’s Title IX Coordinator
▪ Understand the scope of Title IX’s application to the school or district’s program and activities
▪ Define sex-based harassment and discrimination consistent with current federal regulations
▪ Describe the major stages of the Title IX Formal Grievance Process
Course Topics

Title IX Overview
- Title IX Statute & Regulatory History
- IX Commandments
  - Stop, Prevent, and Remedy
- Equity Framework
- Key Court Decisions

Title IX Team
- Roles & Responsibilities
  - Title IX Coordinator
  - Investigator
  - Decision-makers
- Bias and Conflicts of Interest
- Required Training

Scope
- Sex-Based Harassment
- Sex Discrimination
  - Pregnancy and Related Conditions
- Retaliation
- ATIXA Recommended Definitions

When Does Title IX Apply?
- Determining Jurisdiction
- Case Studies: Is it a IX?

Title IX Process
- Process Overview
- Promptness and Timeframes
- Neutrality, Conflicts of Interest, and Objectivity
- When is the School or District on Notice?
- Mandated Reporting
- Initial Assessment Following a Report
- Supportive Measures and Other Initial Steps
- Formal Investigation & Report
  - Key Phases
  - Documentation
- Determination
  - Relevant and Permissible Evidence
  - Standard of Proof
  - Sanctions & Remedies
  - Outcome & Rationale
- Appeal
- Informal Resolution

**Pregnancy and Related Conditions**
- Reasonable Modifications

**Other Considerations for K-12 Settings**
- Working with Parents/Guardians
- Retaliation
- Recordkeeping Requirements
- Privacy and Confidentiality Including Intersection with FERPA

Note: Training will include one morning and one afternoon break (approximately 15 minutes each) and a one-hour lunch break. Training start and end times for in-person events are determined by the host site. All virtual training sessions take place from 11 AM – 6 PM ET unless otherwise specified.