



Title IX Coordinator Foundations Level One: Compliance Essentials for K-12 Education Training & Certification Course Agenda

Description:

Title IX Coordinator Foundations Level One: Compliance Essentials for K-12 Education introduces practitioners to Title IX's core tenets for addressing sex discrimination and sexual harassment within the school or district's education program and activities. This one-day course provides Title IX leaders, including K-12 Title IX Coordinators and school/district leaders, with a solid foundation in key aspects of Title IX compliance, focusing on the 2020 Title IX regulatory requirements. Combined with K-12 Fundamentals, the online asynchronous pre-learning, this course fulfills the training requirements for K-12 Title IX Coordinators and Deputy Coordinators.

ATIXA's expert faculty members will discuss the scope of Title IX; core elements of the federal regulations, key compliance requirements for schools and districts, a brief overview of the Title IX Grievance Process, mandated reporting responsibilities for all school and district staff, the intersection of Title IX and ADA/504 and IDEA, non-consensual intimate imagery, athletic programs, and First Amendment implications.

This course's design allows Title IX Coordinators and Deputy Coordinators to then progress into Title IX Coordinator Foundations Level Two: Notice, Initial Assessment, and Resolution Process for K-12 Education, which provides in-depth treatment of specific responsibilities related to the Title IX Grievance Process.

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 discrimination and sexual harassment
- Identify roles and responsibilities of different Title IX team members
- Understand the scope of Title IX's application to the school or district's program and activities
- Discuss the key intersections of Title IX and ADA/504 and IDEA
- Describe the major stages of the Title IX Grievance Process
- Understand the role of Title IX in K-12 Athletic programs
- Discuss elements of non-consensual intimate imagery

- Describe the intersection of First Amendment protections and Title IX obligations

Course Topics

Review: Title IX Statute

- Title IX Statute
- Applicability and Scope
- Sex Discrimination Defined
- Sexual Harassment Defined
- ATIXA Model Policy Definitions

School/District Title IX Obligations

- Stop, Prevent, Remedy
- School/District Title IX Obligations
- Monitoring and Barrier Analysis
- Employee Training

Title IX Team

- School/District Team
- Title IX Coordinator
- Title IX Compliance Oversight
- Deputy Title IX Coordinator(s)
- Sample Team Structure
- Bias and Conflicts of Interest
- Title IX Extended Team
- Title IX Team Training Requirements

Title IX Grievance Process

- Mandated Reporters
- Report vs. Complaint
- School/District Obligation to Act
- Grievance Process Overview
- Parties' Rights
- Parent/Guardian Rights

Non-consensual Intimate Imagery (NCII)

- Image-Based Sexual Abuse
- Non-Consensual Intimate Imagery Defined

- Unique Challenges
- ATIXA's Recommended Best Practices

First Amendment Protections

- First Amendment Overview
- Time, Place, and Manner
- Student Disciplinary Referrals
- Analyzing Speech and Expression
- Considerations

Pregnancy and Related Conditions

- Pregnancy and Related Conditions
- School/District Obligations
- Reasonable Modifications
- Supporting Documentation
- Certificate to Participate

Intersection with ADA/504 and IDEA

- Key Laws
- Who is a Qualified Individual with a Disability?
- Individuals with Disabilities Education Act
- IDEA Framework and Obligations
- IDEA Process and Procedures
- Intersection with Title IX
- Title IX Complaints
- Manifestation Determination Review (MDR)

Program Compliance and Athletics

- Title IX and Athletics
- Athletic Oversight
- Three-Part Test
- Laundry List
- School/District Obligations
- Title IX, Pregnancy, and Athletics

Public Notice Requirements

- Notice of Nondiscrimination
- Notice Publication

Compliance Oversight and Assessment

- Pattern and Climate Issues
- Compliance Assessment
- Annual Report
- Assessment Outcome Sharing
- Recordkeeping

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 10 AM – 5 PM ET unless otherwise specified.