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 discrimination, sex-based harassment, and retaliation within the school or district’s education program and activities. This one-day course in combination with the K-12 Title IX Fundamentals pre-learning provides K-12 Title IX Coordinators and district/building administrators, 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 discuss the scope of Title IX; core elements of the federal regulations, including the definitions of sex-based harassment and sex discrimination, the major stages of the Title IX Resolution Process, the intersection of ADA/504 and IDEA with Title IX, First Amendment considerations, pregnancy and related conditions, and mandated reporting responsibilities for all school and district staff.

This course, in combination with K-12 Title IX Fundamentals pre-learning provided with this certification, covers the essential elements required for training under the current Title IX regulations.

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 sex discrimination consistent with current federal regulations
- Describe the major stages of the Title IX Resolution Process
- Explore the intersection of ADA/504 and IDEA with Title IX
Identify the school/district’s responsibility in response to learning about pregnancy and related conditions for students and employees

Course Topics

Title IX Statute and Regulatory History
- Title IX Statute
- 2024 Title IX Final Rule
- Retroactivity

School/District Title IX Obligations
- Title IX Compliance Elements
- Monitoring and Barrier Analysis
- Mandatory Reporting
- Confidential Employees
- Employee Training Requirements

Review: Title IX Scope and Definitions
- Applicability
- Sex Discrimination
- De Minimis Harm
- Sex-Based Harassment
- Quid Pro Quo
- Hostile Environment Harassment
- Sexual Assault
- Dating Violence
- Domestic Violence
- Stalking
- Retaliation
- ATIXA Model Policy Definitions
- Consent

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

Public Notice Requirements
- Notice of Nondiscrimination
- Notice Publication

Title IX Resolution Process
- Title IX Complaint
- School/District Obligation
- Initiating a Compliant
- Title IX Resolution Process Overview
- Basic Requirements
- Investigation Overview
- Parties’ Rights

First Amendment Protections
- Free Speech and Expression
- Unprotected Speech
- Student Discipline

Pregnancy and Related Condition
- School/District Obligation
- Reasonable Modifications
- Supporting Documentation
- Other Considerations

Intersection with ADA/504 and IDEA
- Key Laws
- Intersection with Title IX
- Students with Disabilities
- Implications for Title IX Complaints
- Manifestation Determination Review

Program Equity and Athletics
- Athletic Oversight
- Three-Part Test
- Laundry List
- Intersection with Title IX
- Title IX, Pregnancy, and Athletics

**Title IX Compliance Oversight and Assessment**
- Pattern and Climate Issue Assessment
- Addressing Data Gaps
- Annual Reports
- Assessment Outcome Sharing
- Recordkeeping and Posting

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.