



Title VI Compliance Foundations Level One for Educational Settings Certification Course Agenda

Description:

Title VI Compliance Foundations is a one-day certification course that provides an in-depth examination of Title VI of the Civil Rights Act of 1964, which prohibits discrimination based on race, color, and national origin (and by extension, ethnic characteristics and shared ancestry) in programs and activities receiving federal financial assistance. The course focuses on the application of Title VI in educational settings, exploring its implications for institutions/districts.

Expert faculty will explore compliance requirements, policy development, and enforcement mechanisms to ensure educational access in alignment with Title VI and similar state laws. Key topics include the scope of Title VI, the role of the U.S. Department of Education Office for Civil Rights (OCR), policy development, procedures for managing complaints, and recent OCR resolution agreements.

This certification course is suitable for Civil Rights and Title VI Compliance coordinators and practitioners, educational administrators, school/district and institutional leaders, policymakers, and legal professionals.

Learning Outcomes:

After completing this training, participants will be able to...

- Demonstrate a foundational understanding of Title VI, including the legal framework, key definitions, and applicability to education settings
- Explain a school/institution's compliance obligations under Title VI
- Describe Title VI enforcement mechanisms including the U.S. Department of Education Office for Civil Rights, administrative actions, and civil lawsuits
- Develop and implement effective Title VI-compliant policies
- Define the role and responsibilities of a Title VI Coordinator
- Establish and train a Title VI team to assist in Title VI compliance and response efforts in line with school/institution compliance obligations, policy, and state/federal laws

Course Topics

Introduction to Title VI

- Title VI of the Civil Rights Act of 1964
- Title VI Definitions
- Title VI Applicability

- Sources of Title VI Compliance Obligations

Title VI Enforcement

- Enforcement Mechanisms
- Administrative Actions vs. Civil Lawsuits
- OCR Enforcement
- Sub-Regulatory Guidance
- Recent Federal Title VI Guidance and Enforcement Changes
- OCR Title VI Resolution Agreements
- OCR Title VI Standard
- Selected OCR Resolution Agreements

Title VI Policy Elements

- Establishing a Title VI Policy
- Title VI Jurisdiction
- Title VI Prohibited Behaviors
- Discrimination Defined
- Types of Discrimination
- Disparate Treatment Definition
- Disparate Impact Considerations
- Title VI Hostile Environment Definition
- Retaliation
- Actual vs. Constructive Notice
- Mandatory Reporting
- Policy and Procedures Development

Title VI Coordinator Role

- Essential Compliance Elements
- Designate a Title VI Coordinator
- Point Person for Reports and Complaints
- Title VI Compliance Oversight
- Training Students and Employees
- Notice of Non-Discrimination
- Recordkeeping
- Centralizing Title VI Compliance

Title VI Compliance Team

- Building the Title VI Team
- Title VI Team Roles

- Structural Discretion
- Title VI Team Responsibilities
- Title VI Team Member Considerations
- Recruitment and Vetting
- External Staffing Evaluation
- Recommended Training
- Title VI Team Supervision/Oversight
- Managing Team Member Complaints

Note: The training day 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.