



Civil Rights in Education: Understanding and Evaluating Policies, Climate, and the Compliance Team

ATIXA Training and Certification Course

Civil Rights in Education: Understanding and Evaluating Policies, Climate, and the Compliance Team is a one-day course designed for K-12 and higher education professionals responsible for overseeing civil rights compliance. Participants will explore the practical application of federal civil rights laws and principles in education, with an emphasis on developing, revising, and implementing effective policies and procedures. The course also covers strategies for evaluating school/campus climate and leveraging data to inform prevention efforts and future decision-making.

Participants will explore practical considerations for developing school/campus compliance teams, including training, supervision, and evaluation. The course blends elements of policy development, climate assessment, and team management to optimize school/campus compliance efforts that both meet industry standards and focus on continuous improvement.

Learning Outcomes:

After completing this training, participants will be able to:

- Identify critical policy review and revision considerations, including engaging stakeholders, determining regular review cycles, and strategies for responding to the evolving regulatory landscape
- Determine effective climate assessment strategies to understand the experience, knowledge, and perceptions of stakeholders
- Use climate and culture data to identify potential patterns or barriers and remedy them before receiving a complaint
- Assess the roles needed for civil rights compliance, and the specific duties each team member needs to fulfill
- Outline training topics to equip compliance team members with the skills and knowledge to perform their unique roles
- Select supervision and feedback strategies to improve team capacity and resolution processes

Course Topics

Civil Rights in Education Overview

- Title VI of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- Federally Protected Characteristics
- Discrimination Defined
- Types of Discrimination
- Essential Compliance Elements
- Integrating Compliance Work

Civil Rights Compliance Team

- District/Institutional Title IX and Title VI Responsibilities
- Civil Rights Compliance Oversight
- Staffing and Structuring the CRCT
- Core and Extended Teams
- Roles Overview
- Staffing Considerations

Civil Rights Compliance Team Training

- Annual Training Requirements
- Recommended Training
- Knowledge and Skills Training
- Providing Professional Development

Effective Supervision/Oversight

- Assessing the Team
- Providing Supervision/Oversight
- Managing Team Member Complaints

District/Institutional Civil Rights Policy and Procedures

- Policy vs. Procedures vs. Protocol
- Sources of Requirements and Guidance
- Overlapping Policies and Procedures

Civil Rights Policy Review Process

- Continuous Policy Review
- Policy Review Process
- Revision Considerations
- Policy Training and Continuous Improvement
- Policy Publication and Positing

Assessing School/Institutional Climate

- Civil Rights Compliance Oversight
- Sources of Compliance Requirements
- Climate Assessment Strategic Plan
- Engaging Stakeholders
- Comparing Assessment Types

Climate Surveys

- Objectives and Stages
- Design Guidelines and Components
- Consent and Confidentiality
- Response Rate and Sample Size
- Analysis and Reporting

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 are scheduled for seven hours (including breaks) each day unless otherwise specified. Please check your registration confirmation email and ATIXA Event Lobby for start and end times. All times listed are in the Eastern time zone.