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The Connecticut Model for PK-12 Title IX Implementation

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Connecticut is recognized nationally for its model implementation of Title IX in PK-12 schools. From its extensive website, training programs, Title IX database, technical assistance and enforcement activities, it stands as a model for the nation.
The 7 Components

1. Title IX/Equity Coordinator Training
2. Training on Conducting Investigations/Report Writing
3. Annual Survey of Title IX Coordinators & Compliance Check
4. Technical Assistance and Onsite Training
5. Enforcement: Complaint Handling & Desk Audits
6. Email Distribution List
7. Website
Key Issues

1. The Connecticut State Department of Education (CSDE) assumes oversight and responsibility for every PK-12 public school district.
2. Includes private special education programs, charter schools, magnet schools, technical high schools and RESCs.
3. CSDE strongly encourages a Title IX Coordinator in each school building.
4. Training includes other federal & state civil rights laws.
5. Title IX Coordinators are encouraged to work closely with Anti-bullying staff and MOA Coordinator.
Key Collaborators

• Regional USDOE OCR Office
• Washington USDOE OCR Office
• National Women’s Law Center
• Marie Sneed - Hogan & Lovells
• State & National NGOs – network.
• ATIXA
• ACLU, ADL, FMF, AAUW, NCWGE, NAME
The 7 Components

CT TITLE IX IMPLEMENTATION
Title IX/Equity Coordinator Training

✓ One-day workshops offered 4-6 times a year, conducted in conjunction with the National Women’s Law Center
✓ Also covers single-sex schools and programs, pregnant & parenting students, athletics, transgender students & staff, bullying, investigations, etc.

To download PowerPoint take these steps:

• Click on Bullying and Harassment
• Click on Title IX Website
• Click on “Resources for Title IX Coordinators.”
Training on Conducting Investigations/Report Writing

✓ One-day workshops offered 4 times a year, conducted in conjunction with Hogan & Lovells
✓ Also covers hate crimes, bullying, investigations, etc.

To download PowerPoint take these steps:

• Click on Bullying and Harassment
• Click on Title IX Website
• Click on “Resources for Title IX Coordinators.”
Annual Survey of Title IX Coordinators & Compliance Check

✓ Letter sent by Commissioner of Education to each public school Superintendent in June with return date of Sept 1.
✓ Survey completed electronically and identifies contact information for Title IX Coordinators plus **certification** that LEA is in compliance with Title IX

Survey is direct from Title IX regulations and can be found:

- Click on Bullying and Harassment
- Click on Title IX Website
- Click on “About Title IX.”
  - **106.8 Designation** of responsible employee and adoption of grievance procedures.
  - **106.9 Dissemination** of policy.
Connecticut Title IX Implementation

Basic Checklist for Title IX Compliance – The Basic Checklist for Title IX Compliance was prepared to assist schools in meeting the minimum requirements of the Title IX Regulations. It is not an exhaustive checklist and therefore should not be used as a substitute for careful reading of the regulation itself.
§ 106.8 Designation of responsible employee and adoption of grievance procedures.

1. At least one Title IX coordinator has been designated to coordinate efforts to comply with Title IX, including investigations of any complaints.

2. All students and employees have been notified of the name(s), office address(es), and telephone number(s) of the coordinator(s).

3. Grievance procedures for students have been adopted and published.

4. Grievance procedures for employees have been adopted and published.

§ 106.9 Dissemination of policy.

5. The following have been notified of a policy of nondiscrimination on the basis of sex.
   - applicants for admission and employment
   - students and parents of students
   - employees
   - sources of referral of applicants
   - unions, professional organizations
§ 106.9 Dissemination of policy.

6. Notification of a policy of nondiscrimination on the basis of sex has been placed in the following:

- local newspapers
- school newspapers and magazines
- memoranda or other written communications distributed annually to each student and employee
- announcements, bulletins, catalogs, student and faculty handbooks
- application forms
§ 106.9  Dissemination of policy.

7. The above-listed publications are free of text and illustrations suggesting differential treatment on the basis of sex.

8. Admission and recruitment representatives (including counselors or student advisors and personnel officers) have been advised of the nondiscriminatory policy and required to adhere to the policy.
Technical Assistance and Onsite Training

• SEA Title IX Coordinator and MOA Coordinator handle complaints, provide technical assistance to school staff and parents and guardians.
• Onsite training as needed.
Enforcement: Complaint Handling & Desk Audits

• Accepts complaints from schools and families.
• Works with OCR and State Civil Rights Agency – Commission on Human Rights & Opportunities.
• Conducts site visits with desk audits.
I’m from the government.

I’m here to help you.
OCR’s Two Big Questions

Do you have a policy on handling complaints?

Did you follow your policy?
Email Distribution List

• Using data from Annual Survey, email updates of issues sent out regularly – court decisions, legal updates, training notices, key cases, etc.
• Sent out to NGOs also.
• CT Safe School Climate Committee
• US Attorney’s Office
Website

- Title IX Website maintained at:
  - Click on Bullying and Harassment
  - Click on Title IX Website
  - Click on “About Title IX.”

- Lists all CT Title IX Coordinators
Questions?
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