



Title IX and Civil Rights Compliance  
for Independent Schools  
One-Day  
Overview Agenda

- Provide a foundation on federal compliance obligations for CARES Act (Paycheck Protection Program) “Recipients”
  - Title IX
  - Title VI
  - Section 504 of the Rehabilitation Act
  - Age Discrimination Act
- Provide new tools to support your work to stop, prevent, and remedy discrimination that may occur in your schools (and to help you continue your work even after your federal compliance obligations).
- Brief Title IX Overview
  - Review of Title IX Legal Standards and Case Law (most foundational caselaw is K-12)
  - The spectrum of Title IX-based issues for students and employees
  - What constitutes sex-based discrimination? What do we do about housing, courses, facilities, etc?
- What does a Title IX violation look like?
  - *Case Study*
- Overview of how to gauge Title IX compliance
  - Publication of Required Notices
- Notice, Reporting, Responsible Employees, Confidentiality
- Is it a IX? – When Does Title IX Apply? – Jurisdiction and scope
- Parent/Guardian Involvement
- Title IX, Title VII, and Employees
- Title IX Investigations and your Grievance Process
- The Title IX Team – Oversight, coordination and delegation
  - *Job Responsibilities of the Title IX Coordinator*
- Prevention and Remediation of all forms of sex and gender harassment and discrimination
- *Special Topics for Independent Schools* (including case studies)
  - Bullying and Cyberbullying
  - Stalking
  - Athletics
  - Sexual Assault
  - *Gender Identity*