

Coweta Public Schools

Title IX Training

Staff Training

What is Sexual Discrimination under Title IX?

The district condemns discrimination in its educational programs and activities based on sex or gender, sexual orientation, gender identity, or expression.

What is Sexual Harassment under Title IX?

- Hostile Environment: Any unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it denies a person equal educational access.
- Quid Pro Quo: Sexual Harassment exists when individuals in positions of authority over the complainant
- Sexual Assault
- Dating violence
- Domestic violence
- Stalking

Specific Examples of Sexual Harassment:

- A teacher insists that a student have sex or engage in sexual acts with him/her in exchange for a good grade. This is harassment regardless of whether the student agrees to the request.
- A student repeatedly sends sexually oriented jokes around in an email list he or she created, even when asked to stop, causing one recipient to avoid the sender on campus or in connection with classes or school-sponsored events in which both are involved.
- The teacher's assistant probes for explicit details of a student's sexual history, and demands that the student respond, though the student is clearly uncomfortable and hesitant.
- An administrator asks a student for nude or semi-nude pictures to be sent via Snapchat or other social media.
- The coach provides explicit details of his sexual past or describes his sexual relationship with his spouse or girlfriend.
- An ex-girlfriend widely spreads false stories about her sex life with her former boyfriend to his clear discomfort and embarrassment.

Reporting of Sexual Harassment:

All district employees are responsible for taking all appropriate action to prevent sex discrimination or sexual harassment, to correct it when it occurs, and must promptly report it. **We are Mandatory Reporters**

- Report any allegations directly to site administration (Deputy Title IX Coordinators)
 - If a report constitutes a crime contact SRO or Police Immediately
 - Report to DHS and get a case number if it is an adult on child crime

School Employees are required to report any sexual assaults or employee on student allegations on behalf of the student if the student is reluctant to file a complaint.

Reporting of Sexual Harassment:

B. Confidential Reporting

Resources are available through staff and counselors. Victims' advocates are available to speak with any person who wishes to report an incident and remain anonymous. All forms of sexual harassment should be reported, no matter the severity. In addition, the district should be made aware of possible threats to the campus community in order to issue timely warnings.

Chain of Communication once a report of Sexual Harassment has been received:

Site Admin will notify

- District Title IX Coordinator
- both the complainant's guardian and respondent's guardian of the investigation and document contact.

Title IX Coordinator will reach out to ALLEGED Victim's guardians and explain the formal complaint process.

The district will promptly take necessary steps to protect the complainant and ensure safety as necessary, including taking interim steps before the final outcome of any investigation once a report or knowledge of sexual harassment has occurred.

Title IX District Staff

Title IX Coordinator Contact Info:

Gary Ellis- Assistant Superintendent

PO BOX 550

Coweta, OK 74429

gary.ellis@cowetaps.org

918-486-4474 ext 7006

Investigation Roles:

Investigators: School Resource Officer/ Site Principals

Title IX Deputy Coordinators: Site Principals

Title IX Coordinator: Assistant Superintendent

Decision Maker: Assistant Superintendent

Appeal Person: Superintendent