

TITLE IX: LEGAL ROLES & RESPONSIBILITIES OF PUBLIC SCHOOLS & DISTRICTS



Public schools and districts that receive federal funds must comply with Title IX of the Education Amendments of 1972. Title IX prohibits sex discrimination in any education program or activity and requires schools to respond promptly and effectively to sex discrimination and harassment.



1. WHO IS RESPONSIBLE?

- District Leadership: Policy, resources, compliance.
- Title IX Coordinator: Compliance, reporting, response coordination.
- MUHS Title IX Team: Coordinator • Investigator(s) • Decision Maker • Appeals Panel.
- All Staff: Report • Protect • Support.



2. CORE DISTRICT DUTIES

- Prevention: Promote respect and prevent sex discrimination.
- Leadership: Empower the Title IX Team with authority and resources.
- Policies: Adopt and publish Title IX policies and grievance procedures.
- Training: Provide ongoing staff training and student education.
- Accountability: Maintain records and evaluate program effectiveness.



3. REPORTING & RESPONSE OBLIGATIONS

- Respond Promptly: Address all reports or known allegations immediately.
- Act Without Delay: Contact the complainant promptly.
- Protect Access: Stop harassment, prevent recurrence, and remedy its effects.
- Follow Procedures: Notify the Title IX Coordinator and follow district protocols.



4. REQUIRED GRIEVANCE PROCESS BASICS

- Equitable Process: Ensure a fair process for all formal Title IX complaints.
- Due Process: Give notice, opportunity to respond, and impartial decision-maker.
- Evidence: Allow both parties to present witnesses and relevant evidence.
- Decision: Base findings on the evidence and provide written rationale.
- Appeals: Offer an opportunity to appeal the decision.



5. SUPPORTIVE MEASURES

- Supportive Measures: Provide appropriate, no-cost support for all parties.
- Individualized Support: Offer non-disciplinary measures based on individual needs.
- Available Options: Counseling • Scheduling • No-contact orders • Academic supports.
- Balance: Ensure measures do not unfairly burden the other party.



6. EQUAL ACCESS & NONDISCRIMINATION

- Equal Access: Access to programs, activities, and opportunities.
- No Discrimination: Protect against sex-based discrimination.
- Remove Barriers: Identify and address obstacles to full participation.



7. CURRENT REGULATORY NOTE

- The 2020 Title IX regulations (34 C.F.R. Part 106) remain the operative framework for compliance at this time.



Title IX protects every student's right to learn in a safe, inclusive, and equitable environment. We all share the responsibility to uphold these rights.