

# The following are prohibited by TIX...

## sexual harassment

... occurs when there is a condition to access to educational benefits based on unwelcome sexual conduct ("quid pro quo"); or when unwelcome conduct is so **severe, pervasive, and objectively offensive** that it effectively denies a student's equal access to their to educational program or activity.



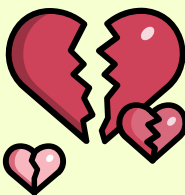
## electronic harassment

... is a form of sexual harassment wherein electronic transmission or sharing of explicit images (sexting), pornography or other explicit content is elicited with or without consent, or by using coercion (sextortion), threat or intimidation.



## dating violence

... is violence committed by a person who is or has been in a social, emotional, intimate or romantic relationship with another; **(cyber)stalking** is a pattern of behavior intended to cause fear or intimidation



## sexual assault

... is a forcible or non-forcible sex act under the uniform crime reporting system (FBI); or unwelcome sexual conduct that occurs without consent or when under the influence of drugs/alcohol, while unconscious or elicited using physical force, coercion, or explicit or implied threats.



## cyberbullying

... or **cyber abuse** occurs when online tools, such as social media are used to intentionally harm, embarrass, threaten, intimidate or humiliate another person. This includes doxxing, outing, trolling, flaming, extortion etc.



## discrimination

... discrimination, harassment or bullying based on gender identity or sexual orientation including lesbian, gay, bisexual, non-binary, transgender, gender queer, two-spirit, intersex & asexual (+).





# TITLE IX INVESTIGATIONS AND SAFETY PLANNING AT SCHOOL

## REPORT



Following a report of any prohibited behavior or incident, the district will take prompt and effective action to **stop the harassment, eliminate the hostile environment** that resulted, **prevent its recurrence**, and **remedy the effects** on the impacted individual(s) or community.

## SAFETY AND SUPPORT

Student safety is our top priority. Depending on circumstances, referral to medical support or advocacy may be the first step. In certain circumstances, no contact orders or academic accommodations may be enacted pending the outcome of an investigation.



## INVESTIGATION OR INFORMAL RESOLUTION



If a preliminary inquiry indicates that a formal investigation is appropriate, the TIX Director (or School Compliance Officer) will conduct a **fair, prompt, impartial and thorough exploration of the facts**. If informal resolution is agreed upon by all parties, the process *may* end here.

## INTERVIEWS AND EVIDENCE COLLECTION

In the case of a formal investigation, all parties are interviewed, and have the opportunity to suggest relevant witnesses, provide direct or indirect evidence such as text messages, emails, photos, video, social media and/or submit other related documents.



## POSSIBLE DISCIPLINARY HEARING OR SANCTION



Once the investigation concludes, a report highlighting the relevant findings are submitted to a neutral decision-maker (such as a hearings officer) who reviews the information to determine if a violation of the disciplinary code is **more than likely than not** to have occurred (more than 50%).

## ONGOING SAFETY PLANNING AT SCHOOL

The reporting party is notified of the decision and any sanction(s) directly related to their ongoing safety needs. Should circumstances change for any involved party, the TIX Director or SCO should be notified immediately to adjust existing safety plans.



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