

WHAT HAPPENS IN A TITLE IX INVESTIGATION?

REPORT



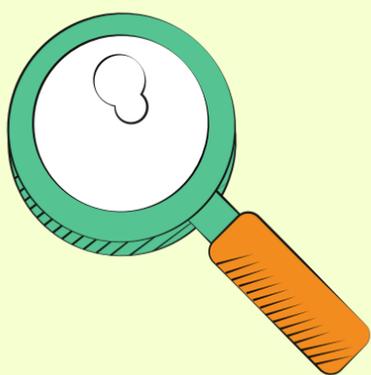
Following a report to Title IX or any PPS "responsible" employee, we will take prompt and effective action to stop the harassment, eliminate the hostile environment that resulted, prevent its recurrence, and remedy the effects on the impacted individual or community.

SAFETY PLANNING OR REFERRAL TO RESOURCES

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



INVESTIGATION OR INFORMAL RESOLUTION



If a preliminary inquiry indicates that a formal investigation is needed, the TIX Director (or designee) will conduct a fair, prompt, impartial and thorough exploration of the facts. If informal resolution is appropriate, the process ends here.

INTERVIEWS & EVIDENCE COLLECTION

All parties are interviewed, and have the opportunity to suggest relevant witnesses or provide direct or indirect evidence such as text messages, emails, photos, video, social media or other documents.



FINAL REPORT & DISCIPLINARY HEARING



Following a report that includes the investigator's findings of fact, a hearing's officer or other neutral decision-maker reviews the information to determine if a violation of the disciplinary code is **more than likely than not** to have occurred (more than 50%).

SANCTIONS & ONGOING SAFETY PLANNING

The reporting party is notified of the decision and any sanction directly relevant to their ongoing safety needs. If needs or circumstances change for any involved party, the TIX Director or school administrator should be notified immediately.



KIDS HAVE THE RIGHT TO FEEL SAFE AT SCHOOL.
WWW.PPS.NET/TITLEIX

TITLE IX OF THE EDUCATION AMENDMENTS ACT OF 1972 STATES THAT NO PERSON IN THE UNITED STATES SHALL, ON THE BASIS OF SEX, BE EXCLUDED FROM PARTICIPATION IN, BE DENIED THE BENEFITS OF, OR BE SUBJECTED TO, DISCRIMINATION UNDER ANY EDUCATION PROGRAM OR ACTIVITY RECEIVING FEDERAL FINANCIAL ASSISTANCE.

TITLE IX OF THE EDUCATION AMENDMENTS ACT

SEXUAL HARASSMENT

Sexual harassment

... is a demand or request for sexual favors in exchange for benefits; unwelcome conduct of a sexual nature that is physical, verbal or non-verbal and that has the effect of interfering w/ student's educational program or that creates a intimidating, offensive or hostile environment at school.



EXPLICIT IMAGES

Transmission of explicit images, pornography or sexting/sextortion

... is the electronic transmission or sharing of explicit images (sexting), pornography or other explicit content elicited with or without consent, coercion, threat or intimidation.

ATHLETICS

Gender inequity in athletics or education programs

... is unequal access based on sex to athletics, co-curricular or educational programs including access to facilities, participation, scholarships, or other benefits.



SEXUAL/DATING VIOLENCE

Sexual assault, dating violence and/or stalking

... is unwelcome conduct of a sexual nature that occurs without consent or when under the influence of drugs or alcohol, unconscious or elicited by using physical force, coercion or explicit or implied threats. Stalking is a pattern of behavior intended to cause fear or intimidation.

PREGNANCY /PARENTING

Discrimination based on parenting or pregnancy status

... is discrimination or unequal access to educational opportunities or programs based on pregnancy or parenting status.



LGBTQIA+

Discrimination based on sexual orientation or gender-identity.

... is bullying, intimidation, harassment, cyberbullying or harassment based on perceived (or real) gender-identity, sexual orientation or other protected class and that has the effect of interfering w/ student's educational program or that creates a intimidating, offensive or hostile environment at school.

