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Links for any applicable course evaluations and learning assessments are also provided in the ATIXA Event Lobby. You will be asked to enter your registration email to access the Event Lobby.

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Title IX Coordinator 2.0

Paul Mitchell Schools

August 24 & August 31, 2023

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TNG

Strategic Risk
Management Solutions

The logo for ATIXA, featuring the letters 'A', 'T', 'I', 'X', and 'A' in a stylized font. The 'A's are red, the 'T' is blue, and the 'I' and 'X' are dark blue.The logo for TNG, featuring the letters 'T', 'N', and 'G' in a stylized font. The 'T' and 'N' are blue, and the 'G' is yellow.The logo for NABITA, featuring the letters 'N', 'A', 'B', 'I', and 'T', 'A' in a stylized font. The 'N' and 'A' are green, the 'B' is blue, and the 'I', 'T', and 'A' are dark blue.

Any advice or opinion provided during this training, either privately or to the entire group, is never to be construed as legal advice. Always consult with your legal counsel to ensure you are receiving advice that considers existing case law, any applicable state or local laws, and evolving federal guidance.

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CONTENT ADVISORY

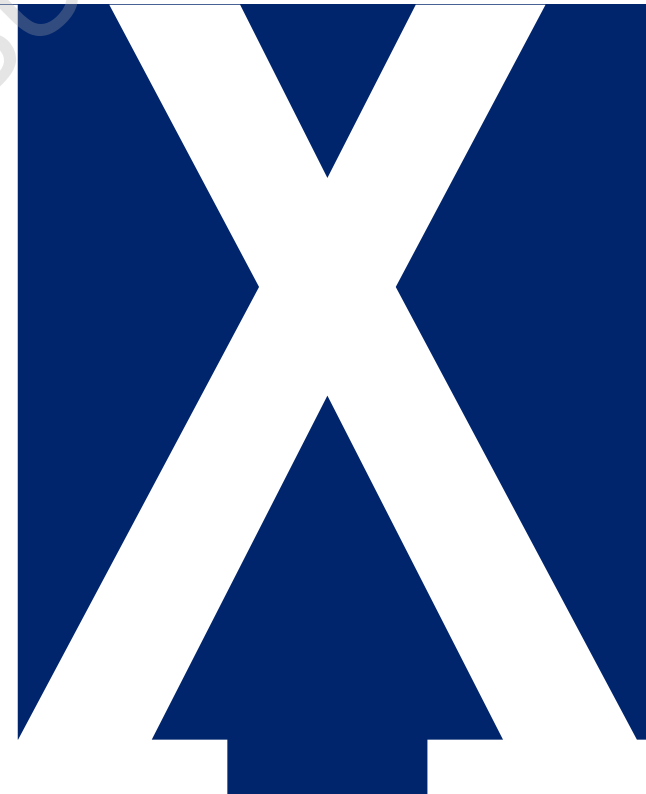
The content and discussions in this course will necessarily engage with sex-based harassment, discrimination, and violence and associated sensitive topics that can evoke strong emotional responses.

ATIXA faculty members may offer examples that emulate the language and vocabulary Title IX Coordinators and Title IX team members encounter in their roles including slang, profanity, and other graphic or offensive language.

TITLE IX

20 U.S.C. § 1681 & 34 C.F.R. Part 106 (1972)

“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 educational program or activity receiving federal financial assistance.”



KEY TITLE IX-RELATED ISSUES

Sex-Based Discrimination

- Program Equity
- Recruitment, Admissions, & Access
- Pregnancy
- Employment, Recruitment, & Hiring
- Extra-curricular activities
- Access to Course Offerings
- Salaries & Benefits
- Financial Assistance
- Facilities
- Funding
- Sex, Sexual Orientation, & Gender Identity

Sexual Harassment

- Quid Pro Quo
- Hostile Environment
- Sexual Assault
- Domestic Violence
- Dating Violence
- Stalking

Retaliation

REQUIRED DEFINITIONS – TIX REGULATIONS

Sexual Harassment is conduct on the basis of sex meeting one of the following conditions:

- An employee of the school conditioning the provision of an aid, benefit, or service of the school on an individual's participation in unwelcome sexual conduct;
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the school's education program or activity; or
- "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v)
"Dating violence" as defined in 34 U.S.C. 12291(a)(10)
"Domestic violence" as defined in 34 U.S.C. 12291(a)(8)
"Stalking" as defined in 34 U.S.C. 12291(a)(30)

SEXUAL ASSAULT*

- **Rape** – Penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the Complainant.
- **Fondling** – The touching of the private body parts of the Complainant (buttocks, groin, breasts) **for the purpose of sexual gratification**, without the consent of the Complainant, including instances where the Complainant is incapable of giving consent because of their age or because of a temporary or permanent mental incapacity.
- **Incest** – Sexual intercourse between persons who are related to each other, within the degrees wherein marriage is prohibited by [insert state] law.

SEXUAL ASSAULT* (CONT.)

- **Statutory Rape** – Sexual intercourse with a person who is under the statutory age of consent of [insert age in your state].

Note: Sexual Assault also includes having another person touch you sexually, forcibly, and/or without their consent.

* This definition set is not taken from the FBI Uniform Crime Reporting (UCR) system verbatim. ATIXA has substituted Complainant for “victim,” has removed references to his/her throughout, and has defined “private body parts.” These are liberties ATIXA thinks are important to take with respect to the federal definitions, but practitioners should consult legal counsel before adopting them.

DATING VIOLENCE

- Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the Complainant. The existence of such a relationship shall be determined based on the Complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition —
 - Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - Dating violence does not include acts covered under the definition of domestic violence.

DOMESTIC VIOLENCE

- A felony or misdemeanor crime of violence committed —
 - By a current or former spouse or intimate partner of the Complainant;
 - By a person with whom the Complainant shares a child in common;
 - By a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner;
 - By a person similarly situated to a spouse of the Complainant under the domestic or family violence laws [insert your state here];
 - By any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of [insert your state here].

DOMESTIC VIOLENCE (CONT.)

- To categorize an incident as Domestic Violence, the relationship between the Respondent and the Complainant must be more than just two people living together as roommates. The people cohabitating must be current or former spouses or have an intimate relationship.

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STALKING

- Engaging in a course of conduct directed at a specific person that would cause a reasonable person to —
 - Fear for the person’s safety or the safety of others; or
 - Suffer substantial emotional distress.
- For the purposes of this definition:
 - **Course of conduct** means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property.

STALKING (CONT.)

- **Reasonable person** means a reasonable person under similar circumstances and with similar identities to the Complainant.
- **Substantial emotional distress** means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.
- The TIX regulations insist this definition not be interpreted to violate First Amendment.

OTHER POLICY DEFINITIONS

- Retaliation
- Sexual Exploitation

RETALIATION – REGULATION DEFINITION

§ 106.71 Retaliation

- *Retaliation prohibited.* No School or other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or this part, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this part...

RETALIATION – REGULATION DEFINITION

(Cont.)...Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or this part, constitutes retaliation.

RETALIATION

§ 106.71 Retaliation.

- The School must keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, and any witness, except as may be permitted by the FERPA statute, 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder...

RETALIATION

(Cont.)...Complaints alleging retaliation may be filed according to the grievance procedures for sex discrimination required to be adopted under § 106.8(c).

- *Specific circumstances.*

(1) The exercise of rights protected under the First Amendment does not constitute retaliation prohibited under paragraph (a) of this section.

(2) Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a grievance proceeding under this part does not constitute retaliation prohibited under paragraph (a) of this section, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

ATIXA MODEL DEFINITIONS: SEXUAL EXPLOITATION

Sexual Exploitation (non-Title IX sexual harassment)

- Occurs when one person takes non-consensual or abusive sexual advantage of another for their own benefit or for the benefit of anyone other than the person being exploited, and that conduct does not otherwise constitute one of other sexual harassment offenses.
- Examples of sexual exploitation include, but are not limited to:
 - Sexual voyeurism (such as observing or allowing others to observe a person undressing or using the bathroom or engaging in sexual acts, without the consent of the person being observed)
 - Invasion of sexual privacy (e.g., doxxing)

ATIXA MODEL DEFINITIONS: SEXUAL EXPLOITATION (CONT.)

- Examples (continued):
 - Knowingly making an unwelcome disclosure of (or threatening to disclose) an individual's sexual orientation, gender identity, or gender expression
 - Taking pictures, video, or audio recording of another in a sexual act, or in any other sexually related activity when there is a reasonable expectation of privacy during the activity, without the consent of all involved in the activity; or exceeding the boundaries of consent (such as allowing another person to hide in a closet and observe sexual activity; or disseminating sexual pictures without the photographed person's consent), including the making or posting of non-consensual pornography
 - Prostituting another person

ATIXA MODEL DEFINITIONS: SEXUAL EXPLOITATION (CONT.)

- Examples (continued):
 - Engaging in sexual activity with another person while knowingly infected with human immunodeficiency virus (HIV) or a sexually transmitted disease (STD) or infection (STI), without informing the other person of the virus, disease, or infection
 - Misappropriation of another person's identity on apps, websites, or other venues designed for dating or sexual connections (e.g., spoofing)
 - Forcing a person to take an action against that person's will by threatening to show, post, or share information, video, audio, or an image that depicts the person's nudity or sexual activity

ATIXA MODEL DEFINITIONS: SEXUAL EXPLOITATION (CONT.)

- Examples (continued):
 - Knowingly soliciting a minor for sexual activity
 - Engaging in sex trafficking
 - Knowingly creating, possessing, or disseminating child pornography

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A recipient shall not apply any rule concerning a student's actual or potential parental, family, or marital status which treats students differently on the basis of sex.

34 C.F.R. § 106.40



PREGNANCY DEFINED

Pregnancy and related conditions:

- “A Recipient shall not discriminate against any student or exclude any student from its education program or activity, including any class or extracurricular activity, on the basis of such student's **pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom**, unless the student requests voluntarily to participate in a separate portion of the program or activity of the recipient.” (34 C.F.R. § 106.40)

WHO IS COVERED UNDER TITLE IX PREGNANT AND PARENTING STUDENT REGULATIONS?

- Future professionals who become pregnant, terminate a pregnancy, or give birth during an academic session
- Title IX regulations apply to pregnant future professionals for as long as deemed medically necessary by the future professional's health care provider
 - These protections are not indefinite

WHO IS COVERED UNDER TITLE IX PREGNANT AND PARENTING STUDENT REGULATIONS? (CONT.)

- Pregnant and parenting protections under Title IX can apply equally to the other parent of the child
 - Example: If your school or institution allows time for females to bond with or care for their children, this should apply to males and non-binary or trans* individuals as well.
 - This does not mean that if a pregnant individual is placed on bed rest and thus must miss classes for a day (which must be excused per Title IX protections), that the other parent would also have an excused absence.

PREGNANCY & TITLE IX: EXCUSED ABSENCES AND MEDICAL LEAVES

- Learning Leaders must understand that they are required to excuse absences/medical leaves as determined by the Title IX Coordinator
 - May not refuse to allow work to be submitted after deadline if missed due to pregnancy or childbirth
- If grading is based in part on class participation or attendance, the Future Professional must be given an opportunity to make those points up, if missed, due to pregnancy or childbirth

PREGNANCY & TITLE IX: HARASSMENT PROTECTIONS

- Schools must protect pregnant future professionals from harassment based on sex
 - This includes harassment because of pregnancy or pregnancy-related conditions
- Conduct that is sufficiently severe, pervasive, and objectively offensive is prohibited and must be addressed under the Recipient's sexual harassment adjudication process. Conduct can include:
 - Sexual comments or jokes about a future professional's pregnancy
 - Sexually-charged named calling
 - Spreading rumors about sexual activity
 - Sexual propositions or gestures

ISSUE SPOTTING

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FRANK

- Frank reports to you that he is being harassed by his Learning Leader.
- Any time the Learning Leader passes by him, they put their hand on his shoulder.
- A couple of times, the Learning Leader's lower torso has made contact with Frank's lower torso as they pass each other.
- The Learning Leader has said Frank is one of their favorite Future Professionals.
- One time the Learning Leader touched Frank's head while another FP was practicing on Frank's hair.

HARVEY

- A Learning Leader reported some concern to you about Harvey.
- Harvey frequently has bruises on his arms and wrists. Today Harvey came in with a swollen bruise under his eye.
- Harvey mentioned there was some difficulty at home but that everything was fine.
- The Learning Leader has noticed Harvey is not driving himself to school anymore. Harvey said he lost his car and is getting rides from his significant other.
- Harvey mentioned in passing that his significant other keeps a handgun in the car.

SAM

- Sam reports to you that she is being harassed by her Learning Leader.
- Sam said the Learning Leader frequently calls her “beautiful,” “doll face,” “queen,” and “gorgeous.”
- Sam has copies of group messages with the Learning Leader using this same language in reference to Sam.
- Sam said that she has looked up and caught the Learning Leader staring at her.
- One time Sam ran into the Learning Leader at a bar. They used the same language, seemed drunk, and put their hand on Sam’s arm several times while laughing.

JESS

- Jess reported to you that she's being harassed by a fellow FP, Stuart.
- Jess said Stuart calls her a “slut,” “whore,” and “skank” in front of other FPs and her Learning Leader.
- Stuart told Jess that if she didn't shut her bitch mouth, he was going to beat the shit out of her. Jess said this was during class and the Learning Leader just told Stuart to knock it off.
- Jess has screenshots of Stuart sending similar messages in the group chat.

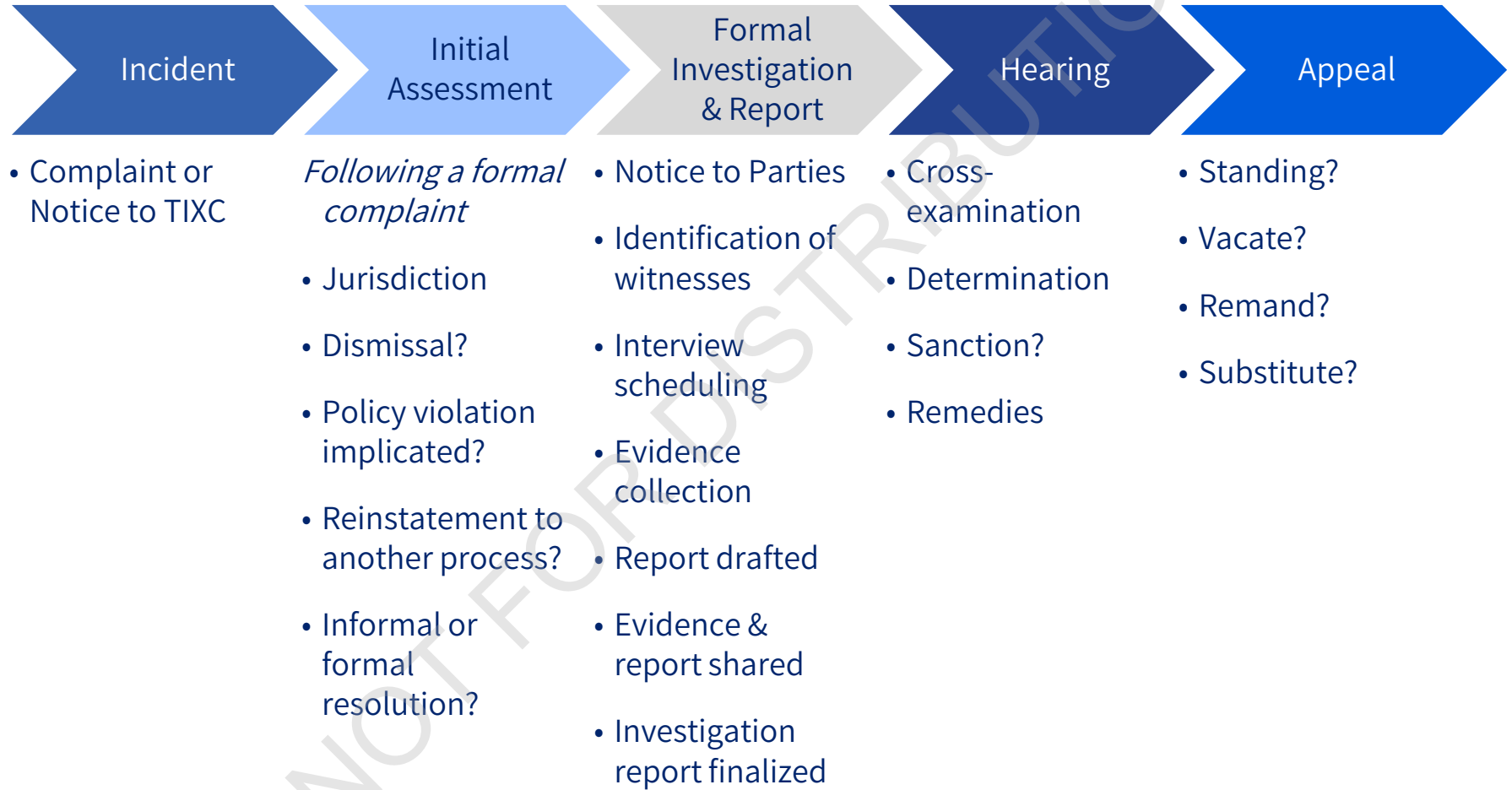
TITLE IX ESSENTIAL COMPLIANCE ELEMENTS

Once an official with authority has actual notice of sexual harassment/sexual misconduct, the school must:

- Take immediate and appropriate steps to **investigate** what occurred
 - The obligation to investigate is absolute, even if just an Initial Assessment is completed (see *Davis*)
- Take prompt and effective action to:
 - **Stop** the harassment
 - **Prevent** the recurrence
 - **Remedy** the effects

NOTE: This is regardless of whether the Complainant makes a formal complaint or asks the school to take action

THE PROCESS





POINT PERSON FOR REPORTS AND COMPLAINTS

- Notice, Reporting, & Confidentiality
- Initial Assessment
- Supportive Measures
- Mandatory & Discretionary Dismissals
- Emergency Removal

POINT PERSON FOR REPORTS AND COMPLAINTS

- The Title IX Coordinator will be the individual designated to ensure the Title IX protocol is implemented and therefore should be the individual to whom all complaints or notice related to sex/gender harassment, misconduct, and discrimination should be directed
 - Contact information for Title IX Coordinator must be included on website and in all handbooks/catalogs given to applicants for admission and employment, Future Professionals, employees, and unions
 - School may designate multiple portals for receipt of information (e.g., Deputy Coordinators)
 - All employees are expected to report notice and complaints to the Title IX Coordinator

COORDINATION WITH LAW ENFORCEMENT

- Law enforcement information sharing:
 - The Title IX Coordinator should establish a **reporting and information-sharing structure** with school law enforcement.
 - May wish to have a formal Memorandum of Understanding (MOU)
 - All school law enforcement officers (whether sworn or public safety/security) are considered “officials with authority” and have an obligation to report to the Title IX Coordinator
 - Schools with sworn law enforcement officers may need to negotiate timing and information-sharing based on the law enforcement’s role with criminal investigations and state laws

POINT PERSON FOR REPORTS AND COMPLAINTS

- The Title IX Coordinator must ensure the school is promptly engaging in:
 - Initiation of the initial assessment
 - Implementation of response to stop the alleged harassment/discrimination
 - Provision of supportive measures to the parties
 - Provision of information about how to make a formal complaint
 - Action to reasonably prevent the recurrence
- The Title IX Coordinator must **coordinate** all of these steps, often across administrative processes and school silos
- Importance of a centralized database

NOTICE, REPORTING, & CONFIDENTIALITY

- Notice to the Institution
- Mandatory Reporters
- Additional Reporting Requirements
- Privileged, Confidential & Private

NOTICE TO THE INSTITUTION

- **“Actual Knowledge”** is defined as a report being received by:
 - The TIX Coordinator; or
 - Any official who has authority to institute corrective measures on behalf of the school (Often called “Officials With Authority” or “OWA”)
- This is only the standard for when OCR would deem a higher education school to have received actual notice AND MUST investigate; it is the bare minimum requirement
 - What if school receives notice in some other way?
 - Other types of liability may still exist for failure to act with constructive notice (e.g., tort)

MANDATORY REPORTERS

- ATIXA recommends that all employees* report because this:
 - Enables school to best support those who have experienced harassment or discrimination
 - Better enables tracking patterns
 - Ensures information gets to those trained to respond
 - Provides for simpler, uniform, and universal training and Reporting mechanisms
 - Schools must ensure that all employees are trained regarding their obligation to report harassment to appropriate administrators as mandatory reporters

*Can still have a small set of designated, trained employees who are not “mandatory reporters”

OTHER LAWS THAT DETAIL REPORTING REQUIREMENTS

- Supervisors and Managers (per Title VII)
 - Mandated to report harassment or other misconduct of which they are aware.
- Abuse or Suspected Abuse of Minors
 - All employees are required to report abuse or suspected abuse of minors consistent with state law. This generally includes immediately reporting to law enforcement and to the state's child welfare agency.
- Additional state reporting requirements (e.g., elder abuse and felony reporting)

PRIVILEGE VS. CONFIDENTIALITY VS. PRIVACY

Confidentiality

- Designated by the school
- Do not have to report harassment or discrimination of which they become aware
- Allows for provision of services and support without concern of reporting
- Examples: Victim advocates/sexual assault-related services, gender-based resource centers, Advisors during resolution processes, ombudspersons
- Must still follow state reporting laws

INITIAL ASSESSMENT

- Title IX Coordinator's Role
- Report vs. Formal Complaint
- Requests for Confidentiality
- Supportive Measures
- Mandatory and Permissive Dismissal
- Emergency Removal
- Timely Warning & Emergency Notification
- Notice to the Parties

INITIAL ASSESSMENT

Upon receipt of notice, the TIXC should be responsible for conducting an initial assessment to determine the following:

- Has there been a formal complaint?
- Does the TIXC need to sign/initiate a formal complaint?
- Does the alleged conduct meet the required definitions?
- Does jurisdiction exist?
- Can/should school remedy informally or without discipline?
- Mandatory/Discretionary dismissal considerations
- If dismissed, does an alternate policy/process apply?

INITIAL ASSESSMENT (CONT.)

- If proceeding under Title IX:
 - Establish basis of investigation:
 - Incident or pattern, and/or climate/culture
 - Establish a preliminary timeline for the investigation
- If no formal action, document how school's response was not deliberately indifferent
- Responding to anonymous reports:
 - Determine if a trend or pattern may be apparent
 - Can you identify parties?
 - Duty to attempt some form of remedial response, even to an anonymous report

REPORT VS. COMPLAINT

- Upon receiving a “**report**”
 - Reach out and provide support.
 - Provide supportive and interim measures to the person alleged to have experienced the harassment. May also offer to the would-be Respondent.
 - Explain process to make a formal complaint.
 - Must be in writing, can be made at any time
- Upon receiving a “**formal complaint**”
 - Conduct initial assessment to determine jurisdiction
 - Triggers obligation to follow “grievance process” including investigation and hearing

FORMAL COMPLAINT

Formal Complaint

- Document or electronic submission
- Filed by Complainant or signed by TIX Coordinator
 - TIXC does not become a party to the complaint
- Alleging sexual harassment
- Requesting an investigation
- Complainant must be participating or attempting to participate in the school's education program or activity at the time of filing
- Initiates mandatory grievance process (investigation and hearing)

REQUESTS FOR CONFIDENTIALITY

If a Complainant requests confidentiality and/or does not want the school to investigate:

- The Complainant should be notified of the following:
 - The process will still be available to them, regardless of how long they wait
 - The school can provide resources and supportive measures to limit the effect of the behavior on the Complainant
 - If information is brought to the attention of the school that may involve a threat to the community, the school may be forced to proceed with an investigation, but that the Complainant will be notified of this process

REQUESTS FOR CONFIDENTIALITY (CONT.)

- The school's responsive action/remedial abilities may be limited based on the level of confidentiality or privacy requested by the Complainant
- Privacy cannot be guaranteed if doing so would jeopardize the safety of the Complainant or others
- Only those with a need to know will be informed
- If the Respondent is an employee, the school may need to proceed due to Title VII

REQUESTS FOR CONFIDENTIALITY (CONT.)

- The school should take all reasonable steps to respond consistent with the Complainant's request
 - Provided that doing so does not prevent the school from responding effectively and preventing the harassment of other Future Professionals, employees, or the Complainant
- Use the PPTVWM analysis to determine whether to honor a Complainant's request for confidentiality
- Proceeding without a Complainant's participation has due process implications for the Respondent

PPTVWM

- Title IX Coordinator may need to file a formal complaint if any of the following are present:
 - **PPTVWM**
 - Pattern
 - Predation
 - Threat
 - Violence/Weapon
 - Minors (will always be reported to proper authorities)
- The presence of these factors is not an automatic decision-making trigger.
- Each unique set of circumstances should be evaluated independently.

PPTVWM (CONT.)

- Factors to consider:
 - Additional complaints of sexual harassment involving the same Respondent
 - Whether the sexual harassment was committed by multiple individuals
 - Whether the Respondent has a prior history of violence
 - Whether the report reveals a pattern of behavior at a given location or by a particular group
 - Whether the Respondent threatened further sexual harassment or violence against the Complainant or others
 - Whether a weapon facilitated the sexual harassment
 - Age of the Complainant (incidents involving minors will always be reported to proper authorities)

PPTVWM (CONT.)

- Factors to consider:
 - Whether the school possesses other means to obtain relevant evidence (e.g., security cameras or personnel, or physical evidence)
- If the school proceeds, it should notify the Complainant and utilize appropriate supportive measures to protect them

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SUPPORTIVE MEASURES

- Provided to all parties throughout the process:
 - Non-disciplinary, non-punitive
 - Individualized
 - Restore or preserve equal access
 - Without unreasonably burdening other party
 - Protect safety of parties or environment, or deter sexual harassment
- If supportive measures not provided, document why not.

COMMON SUPPORTIVE MEASURES

- Referral to counseling and/or medical/health services
- Referral to the Employee Assistance Program
- Visa and immigration assistance
- Community or community subgroup education
- Altering work arrangements for employees
- Safety planning
- Providing school safety escorts
- Transportation assistance
- Contact limitations (no contact orders) between the parties
- Academic support, extensions of deadlines, or other course-related adjustments
- Trespass or Be on the Lookout (BOLO) orders
- Emergency notifications
- Increased security and monitoring of certain areas

EMERGENCY REMOVAL

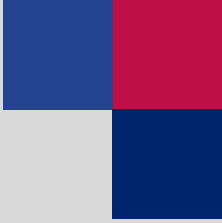
A school may remove a Future Professional Respondent from the education program or activity on an emergency basis, only after:

1. Undertaking an individualized safety and risk analysis
2. Determining if an immediate threat to the physical health or safety of any Future Professional or other individual arising from the allegations of sexual harassment justifies removal
3. Providing the Respondent with notice and an opportunity to challenge the decision immediately following the removal while respecting all rights under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act, as applicable.

EMPLOYEE ADMINISTRATIVE LEAVE

- A school may place an employee Respondent on administrative leave during the pendency of a grievance process under existing procedures, without modifying any rights provided under Section 504 of the Rehabilitation Act of 1973 or the Americans with Disabilities Act

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WHAT DO YOU DO?

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JOHN

- John reported that he saw Fred showing other FPs a video of Lucy naked and giving Fred a blowjob.
- John said Lucy dumped Fred about a month ago and Fred's pissed so he's trying to get back at Lucy.
- John said he doesn't have the video, but other FPs have told him Fred sent the video and related pictures to other FPs.
- John isn't sure if Lucy knows about any of this, but basically the whole school is talking about it.
- John doesn't really care, but it doesn't seem right.

TANYA

- Tanya reported that a Learning Leader is harassing her.
- The LL told Tanya that she was beautiful and that she was the LL's favorite FP.
- The LL has asked Tanya to have lunch with the LL multiple times. Tanya agreed a couple of times out of fear of saying "no," but has started to come up with excuses to avoid lunch with the LL.
- Recently, the LL suggested they meet at a local bar after hours and grab a drink together.
- The LL sent Tanya pictures of the LL in their underwear. The LL tried to play it off like they were showing off their weight loss but Tanya was disgusted by the pictures.

Thanks for joining us today.



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