



# Title IX, SSOA, FERPA & IDEA Training v.2024-08

# Agenda

- Title IX – COO
- DC School Safety Omnibus Act – COO
- FERPA – Director of Special Education
- IDEA – Director of Special Education

# Title IX - Roles

- Title IX Coordinator (Main Point of Contact)
  - COO David Schlossman
- Title IX Delegate for SWD
  - Assoc. Head of School Elena Roberts supported by Dtr. of Sp. Ed. Manisha Brooks
- Title IX Delegate for Athletics
  - Health, Safety & Compliance Coordinator Talithia Parker

# Title IX - Sex Discrimination

TMA has a legal obligation to address sex discrimination, including:

- responding to concerns about sex discrimination,
- coordination of supportive measures,
- notice requirements, and
- grievance procedure requirements

# Title IX - Sex Discrimination

Key steps for most employees:

- know and follow mandated reporter requirements
- promptly report issue or potential issues to the COO (Title IX Coord.) or the Executive Director
- i.e., clear, prompt communication

# Title IX - Sex Discrimination

Title IX defines sex discrimination as discrimination on the basis of...

- sex stereotypes,
- sex characteristics,
- pregnancy or related conditions,
- sexual orientation, and/or
- gender identity

# Title IX - Sex Discrimination

Definition and scope of sex discrimination includes sex-based harassment (a.k.a. sexual harassment):

- Quid pro quo harassment
- Hostile work environment
- Specific offenses

# Title IX - Sex Discrimination

- Quid pro quo harassment – employee/agent of school conditions service/benefit on a person's participation in unwelcome sexual conduct.



# Title IX - Sex Discrimination

- Hostile work environment – Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the school's education program or activity.

# Title IX - Sex Discrimination

- Specific Offenses
  - Sexual assault
  - Dating violence
  - Domestic violence
  - Stalking

# Title IX - Pregnant Students

Schools may not discriminate against any student based on the student's current, potential or past pregnancy or related conditions.

- Employees should promptly notify the Title IX Coordinator and provide the student/parent the coordinators contact information.

## **Schools are required to...**

- Make reasonable modifications to the school's policies, practices or procedures as necessary
- Students have the discretion to accept or decline each reasonable modification offered.
- Allow students to take voluntary leave of absence to cover, at a minimum, the period of time deemed medically necessary
- Provide access to a lactation space that is not a bathroom.
- Treat pregnancy or related conditions in the same manner as other temporary medical conditions

# Title IX - Pregnant Students

## **Schools may not...**

- Require supporting documentation unless it is necessary and reasonable for a school to determine modifications.
- Require a student who is pregnant to provide certification that the student is physically able to participate in school activities.

# Title IX - Grievance Procedure

## Grievance Procedures – Availability:

- *Personnel Policy Manual*
- Website
- Posted in Main Office

Start with COO or Executive Director

# DC School Safety Omnibus Act (SSOA)

- Adult-on-Student Abuse Prevention
  - Training provided by [Ministry Safe Abuse Prevention](#) online training

# SSOA - Student-on-Student Abuse Prevention

- **Identifying, responding to, and reporting student-on-student acts** of sexual harassment, sexual assault, or dating violence, including any mandatory reporting requirements under DC or federal law which may be triggered by such incidents
  - Training via [Ministry Safe Abuse Prevention](#) online training
  - Training via [DC Mandated Reporter](#) online training

# SSOA - Student-on-Student Abuse Prevention

- **Receiving reports and disclosures from students regarding student-on-student acts** of sexual harassment, sexual assault, or dating violence in a supportive, appropriate, and trauma-informed manner
  - Training via [DC Mandated Reporter](#) online training



# SSOA - Student-on-Student Abuse Prevention

- **It should be reported immediately to the Title IX Coordinator.**

# SSOA - Student-on-Student Abuse Prevention

## **Universal Prevention Techniques:**

1. Establish trust with students
2. Encourage open communication
3. Educate students about different boundaries.
  - a. Emotional, Physical & Digital
4. Promote Self-Awareness & self-advocacy.
5. Discuss healthy and unhealthy relationship dynamics.

# FERPA

The Family Educational Rights and Privacy Act (FERPA) is a federal law that protects the privacy of student education records.

## **Parents and eligible students have the right to...**

- inspect and review the students education records maintained by the school.
- request that a school correct records which they believe to be inaccurate or misleading.

Schools must have written permission from the parent or eligible student in order to release any information from a students education record. You have 10 days to provide information, not at the expense of the parent.

# Teacher reminders about FERPA

- No student names in the subject line. Initials can be present in the subject line, student name can be present in the body of the email.
- School staff should not communicate with or share information with anyone that is not listed in IC without formal documentation (record release form).
- Only first names should be displayed when hanging student work in the hallway.
- Student information should not be discussed with faculty or staff that does not work directly with or provide support the student.

# IDEA

Federal law created “to ensure that all children with disabilities have available to them a free, appropriate public education and related services designed to meet their unique needs and prepare them for further education, employment and independent living.”

# IDEA

- The school must complete Universal Screenings, MTSS & SST.
- Teachers must implement the IEP...its the **LAW!**