

# TITLE IX SUPERVISOR PRESENTATION

SEPTEMBER 6, 2024

PRESENTED BY:

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DEAN OF TITLE IX AND STUDENT CONDUCT

TITLE IX COORDINATOR

BRENHAM CAMPUS - 979-830-4216



# DISCUSSION OUTLINE

- THE PURPOSE OF TITLE IX
- WHAT'S NEW IN TITLE IX
- OBLIGATION TO REPORT
- HOW TO REPORT
- INFORMATION TO INCLUDE IN THE REPORT
- CONSEQUENCES FOR NOT REPORTING
- EXAMPLE TITLE IX VIOLATIONS



# WHAT IS THE PURPOSE OF TITLE IX?

Title IX prohibits discrimination based on sex in all education programs or activities that receive federal financial assistance.

Title IX covers sexual harassment in the educational environment, gender-based harassment, inequitable funding in Athletics based on sex, sexual harassment in the workplace, sexual assault, dating violence, domestic violence, stalking, and quid pro quo harassment or any other discrimination or harassment based on sex.

Since enactment, Title IX has evolved to include provisions addressing sexuality, sexual differences, and gender roles such as discrimination based on gender identity or failure to conform to stereotypical notions of masculinity or femininity, and sexual violence regarding LGBTQ+.

# DOE's New Title IX Regulations and Texas



## WHAT'S NEW IN TITLE IX

- April 19, 2024: The US Department of Education introduced the final regulations implementing Title IX of the Education Amendments of 1972. Effective August 1, 2024, the new rules would replace the 2020 regulations.
- April 29, 2024: Texas Attorney General Ken Paxton sues the Biden Administration
- May 8, 2024: Governor Greg Abbott sent letters to institutions of higher education directing them to NOT comply with President Biden's recent revision of Title IX and to refrain from implementing any new system-wide policy related to the revision.
- May 14, 2024: Attorney General Ken Paxton files for a stay of Agency action and preliminary injunction
- July 12, 2024: US District Court Order grants temporary injunction for Texas against the new Title IX regulations. (26 states have temporary injunctions)
- August 14, 2024: Texas Attorney General Ken Paxton secured additional legal protections for women in Texas's schools, colleges, and universities, preventing the Biden Administration from making any future attempt to impose on the State its interpretation that Title IX grants favored status to "sexual orientation" or "gender identity."
- Blinn College District will comply with the 2020 regulations
  - If injunction becomes permanent: continue as is
  - If the injunction is dissolved, we will roll out training on the new 2024 regulations, dependent upon instructions from state/legal



# OBLIGATION TO REPORT

- It is your obligation to report anything that remotely resembles Title IX and sexual misconduct to the Title IX Coordinator as quickly as possible.
- Lapses of memory can occur the longer you wait to report
- Once you report the alleged behavior, your obligation is fulfilled, and nothing else is required

**NOTE:** It is important to remember that sometimes, a student may not always use buzzwords. They may instead describe a situation that they were uncomfortable with.



# HOW TO REPORT

Violations may also be reported via:

- **Title IX Reporting Form** (located on the Student Title IX Web page)
- Title IX Hotline at **979-830-4700**
- Title IX Email at **titleix@blinn.edu**,
- Email Title IX Coordinator at **adrienne.mccain@blinn.edu**
- In-person (Title IX office) or using the online reporting form above.

You can fill in your contact information or submit the report anonymously. Reports submitted anonymously may limit our ability to follow up on an incident. Once a report is submitted online, a copy is emailed to the Title IX Coordinator for appropriate review and necessary action.



# INFORMATION TO INCLUDE IN REPORT

- If a student reports an incident that you think might be Title IX, a report should be made
- Provide any relevant details that you have (i.e., name of the student(s) involved, location of the incident, if physical violence was allegedly used, etc.)
- You are only expected to report what you have been told; you do not need to investigate or otherwise attempt to resolve the complaint independently.



## **CONSEQUENCES FOR NON- REPORTING**

- A student could be subjected to an unsafe learning environment.
- Blinn College could be in noncompliance with Title IX (which could result in the termination of all federal funds from the Department of Education)
- Blinn College could be subjected to major legal liability (being sued)
- Possible employment sanctions





# TITLE IX VIOLATION EXAMPLES

- **Sexual Harassment - Sexual Misconduct:**
  - Asking personal questions about sex life, fantasies, preference, or history
  - Telling lies or spreading rumors about a person's sex life
  - Rude comments or mistreatment of a sexual nature
  - Sexually suggestive remarks, jokes, stories, gestures, or catcalls
  - Sexual or obscene messages or pictures sent via text, computer, or social media
  - Sexual advances, propositions, insults, threats
  - Public indecency
- **Sexual Harassment - Sexual Assault – Sexual Coercion**
  - Unwanted sexual contact that stops short of rape (aggressive)
  - Use of force or manipulation in unwelcome or inappropriate touching
  - Sexual violence
  - Rape: sexual act with someone without their consent
  - Nonconsensual penetration
  
  - Nonconsensual sexual contact by any intentional touching, however slight, with any object, by a person upon another person, that is without consent and by force.



# TITLE IX VIOLATION EXAMPLES

- **Dating Violence**
  - Committed by a person who is or has been in a social relationship of a romantic nature with the victim.
    - Physical abuse by a spouse or partner such as hitting, pushing, or strangling.
    - Sexual violence by a spouse or partner
    - Extreme verbal abuse by a spouse or partner
- **Domestic Violence**
  - On college campuses, violence against roommates is considered domestic violence.
  - Cohabitant inflicts abuse upon a victim.
- **Gender Discrimination – Physical Harassment of a Sexual Nature – LGBTQ+**
  - Gender discrimination is inherently done on the basis of sex because it deals with expectations and assumptions about another person's sex.
  - Offensive remarks about a person's sex, gender identity, gender expression, or sexual orientation
  - Treating someone unfavorably because of their gender or enforcing gender stereotypes
  - Physical harassment of a sexual nature toward gender identity, etc.
  - Gendered slurs, gender-based bullying, derogatory remarks, gender discrimination in an activity, classroom, office, athletics program, etc.



# TITLE IX VIOLATION EXAMPLES

- **Discrimination in Athletics**
  - School not offering the same opportunities for students of one sex in regard to athletics.
- **Stalking**
  - A course of conduct, including electronic, verbal, or physical action, that is **repetitive** and menacing:
    - directed at a specific person.
    - That is unwelcome and would cause a reasonable person to fear
  - Pursuit, following, harassing and/or interfering with the peace and/or safety of another.
- **Pregnancy & Parenting**
  - Title IX mandates that schools:
    - Offer supportive measures to students who are pregnant or have related conditions and
    - Allow students who are pregnant to return to the same academic and extracurricular status as before their pregnancy.

# QUESTIONS AND FEEDBACK

