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Subject: Title IX Requirements

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Good morning,

There are some things about the new Title IX requirements that are improvements over the previous ruling. One area is the requirement that investigators must start from the assumption of innocence and use a preponderance of evidence. It has also been helpful have the language included that anonymous formal reports are not allowed. At my district, we obtained training immediately last summer for those tasked with coordinating, investigating and making decisions. We also provided training for staff this year as to the process and what actually constitutes sexual harassment (vs misguided behavior of another sort). The most problematic requirement is that of separation of duties -- coordinator, investigator and decision maker. In a small district, that is really not possible.

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Sue Chase, Superintendent
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"F-E-A-R has two meanings: "Forget Everything and Run" or "Face Everything and Rise". Zig Ziglar