Title IX Resources

Training links

2020 Title IX Overview Session	https://ahlerslaw.sharefile.com/d-s291cb7858d7d4eaa90d5401e447f1a03
2020 Title IX Coordinators	https://ahlerslaw.sharefile.com/d-sdea645a9fd41478789fe355eca20c420
2020 Title IX Investigators	https://ahlerslaw.sharefile.com/d-s9eaf4f6467bb43b492fa512c17122052
2020 Title IX K-12 Supportive Measures	https://ahlerslaw.sharefile.com/d-s73abdf5bf8d94deaa8b56830049c44e5
2020 Title IX K-12 Decision-Makers	https://ahlerslaw.sharefile.com/d-s650f38808de3422c9d445767186f8cd5
2020 Title IX K12 All Employee Training	https://ahlerslaw.sharefile.com/d-s13b1b1fec64f4262bfbbd0338d73854a

What is Title IX?

In accordance with Title IX of the Education Amendments Act of 1972, the Hubbard-Radcliffe Community School District prohibits sex discrimination, including sexual harassment as defined by the regulations implementing Title IX (34 C.F.R. § 106.30), against any individual participating in any education program or activity of the District. This prohibition on discrimination applies to students, employees, and applicants for employment. The Board authorizes the Superintendent to adopt procedures for any individual to report sex discrimination or sexual harassment, and for the investigation and resolution of such complaints.

Definitions

Sexual Harassment means unwelcome behavior or conduct (physical, verbal, written, electronic) that is directed at someone because of that person's sex or gender, and that meets any of the following definitions;

1. "Quid Pro Quo" Harassment. A District employee explicitly or implicitly conditions the provision of aid, benefit, or service of the District on an individual's participation in unwelcome sexual conduct; OR
2. Hostile Educational/Work Environment. 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 District's education program or activity; OR
3. Sexual Assault. An offense that meets the definition of any one of the following offenses:
   * Rape: the 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 victim;

* Fondling: the touching of the private body parts of another person for the purpose of sexual gratification without the consent of the victim;
* Incest: sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law; or
* Statutory rape: sexual intercourse with a person who is under the statutory age of consent; OR

4. Stalking:
* Purposefully engaging in a course of conduct directed at a specific person ("target") that would cause a reasonable person to fear bodily injury to, or the death of, the target or a member of the target's immediate family;
* when the person ("stalker") knows or should know that the target will be placed in reasonable fear of bodily injury to, or the death of, the target or a member of the target's immediate family by the course of conduct; and
* the stalker's course of conduct induces fear in the target of bodily injury to, or the death of, the target or a member of the target's immediate family; OR

5. Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on a consideration of:
* The length of the relationship.
* The type of relationship.
* The frequency of interaction between the persons involved in the relationship; OR

6. Domestic Violence: any felony or misdemeanor crime of violence committed:
* By a current or former spouse or intimate partner of the victim;
* By a person with whom the victim shares a child in common;
* By a person who is cohabiting with, or has cohabited with, the victim as a spouse or intimate partner;
* By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the State of Iowa; or
* By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the State of Iowa.

How to Address Concerns

Any individual with questions about the District's Title IX policy and procedures, or who would like to make a report or file a formal complaint of sex discrimination or sexual harassment may contact the District's designated Title IX and/or Equity Coordinator. Training resources are listed to the left.

South Hardin has twoTitle IX Coordinators. Hubbard-Radcliffe CSD, Lindsay Gelder lgelder@southhardin.org and Samantha Lyman slyman@southahrdin.org .