



TITLE IX & TITLE VII EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) UPDATES

OFFICE OF HUMAN RESOURCES
JANUARY 2024

Purpose of Title IX

Title IX of 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 subject to discrimination under any education programs or activity receiving federal financial assistance.”

Inequality in sports

Discrimination in facilities/programs by schools based upon sex

Hygiene facilities and athletic equipment

Employment Sex/Gender

Transgender Discrimination

Sexual Orientation Discrimination

Sexual Discrimination

Sexual Discrimination Legal Action

- Employee in question will be placed on administrative leave pending investigation
- If convicted, the employee will lose certification and TRS retirement annuity
- The school district can be liable for financial damages for deliberate indifference if found guilty
- Deliberate indifference is when a school official has actual knowledge and does not report the knowledge to the proper personnel
- Parents may act on behalf of a minor student who is a complainant (alleged victim) or respondent (alleged accused)

Conduct on the basis of sex are defined by three types:

1. Quid Pro Quo

2. Hostile Environment

3. Sexual Violence

A quid pro quo is an employee making an aid, service or benefit of the district conditional on an student or employee's participation in unwelcome sexual conduct

A hostile environment is created when unwelcome conduct by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person's equal access to the recipient's education program or activity

Violence Against Women Act of 1994

- Sexual Assault
- Domestic Violence
- Dating Violence
- Stalking

Offensive gestures,
emoji's or noises

Sexist statements

Looking at a person's
body instead of his/her
eyes

Asking permission to
hug, kiss, or
inappropriate eye
contact with
employees/students

Mocking individuals or
aggravating comebacks

The F*** word
(can lead to automatic
termination)

Embarrassing
colleagues in front of
others

Examples of Conduct for Sexual Discrimination

Examples of Conduct for a Hostile Environment

Obstruction of someone's movements, such as blocking them from leaving their office or classroom

Sexual, racist, or otherwise inappropriate joking

Mocking, teasing, or inappropriate actions towards someone on the basis of Title VII (gender, race, or religion)

Aggressive or embarrassing behavior towards another employee or district property

Starting rumors or sharing personal information that was confided with you

Degrading or ridiculing individuals on work performance in public or private whether professional or personal

Email & Phone Communication

- Be professional when using district email and texting other employees or students (Remind) – do not use district email or texting to antagonize or “bully” others. If a concern is in question, call or talk to the person directly. Texts and emails can be used for investigative purposes, even if it is on a personal mobile phone
- Use professionalism with district phones, limit district phones for personal use and be professional with all callers
- Be careful with Emoji's — 😊 😐 😱 😞 😎
 - Emoji's are different on mobile phone carriers, they may look one way to you, but can change on another phone

Social Media

We do not discourage you from having accounts with social media, however, they are able to be viewed by students, parents, administrators, and employees – please take care when posting

Social Media

Do not follow students on their social media accounts nor post photos of students in your assigned classroom or department to your personal social media accounts

(The newsletter/yearbook designee has access to this as there are students/faculty who object to being photographed/posted on social media)

Caution

When communicating with students, use the campus approved communication (Remind) application or website, do not issue students your personal cell phone number, home or email address

Caution when joking around with students, use professionalism at all times. If students should need guidance: listen, acknowledge, and refer them to the Counselor or Principal

Vehicle/ Photographs

Do not take students home in your personal vehicle unless you are their parent or designated relative

When photographing with students, refrain from placing your hands and/or arms around students. Hands and arms should be on the sides, crossed in front or below the upper chest area, or clasped behind the back of both the students and employees – basically where hands are visible away from the student

Social Media & Reminders

What do I do if I see something I shouldn't have or I need help?

01

Document actions via
your preferred
note-taking method


Administrators will ask
for statements

02


Title IX policies are
available on the
district HR website
page or contact HR

The key word
is
UNWELCOME

The complainant (victim) should tell the respondent (accused) that they find the conduct offensive



If the behavior continues beyond that point, a formal complaint will be introduced and an investigation will begin



The district will provide supportive measures to assist the student or employee while the investigation is pending

Who can report Sexual Discrimination and How

- Anyone can report Sexual Discrimination
- Reporting can be in any form easiest to maneuver by phone, email or visit to Central Administration
- There is a Title IX Document Form on the HR website page as a guide to help with details:

Title IX of the Education Amendments of 1972
20 U.S.C A§1681 et seq

"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 education program or activity receiving Federal financial assistance."

[2023-2024 TITLE IX EXHIBIT AND POLICY](#)
[2022-2023 TITLE IX EXHIBIT AND POLICY](#)
[2021-2022 TITLE IX EXHIBIT AND POLICY](#)
[2020-2021 TITLE IX EXHIBIT AND POLICY](#)
[2019-2020 TITLE IX EXHIBIT AND POLICY](#)

[TITLE IX DOCUMENT FORM](#)

School District of Santa Maria Title IX Administration

(Policy DIA, FB, FFH, FFI)

Driver License Updates

- * Under Senate Bill 1551, a driver who fails to provide their current driver's license could be charged with a Class B or C misdemeanor and a \$500 fine if stopped
- * You may not operate a district vehicle if you do not have a valid license with you
- * Driver's Licenses must be current in your personnel file



Title VII Overview



The United States Equal Employment Opportunity Commission (EEOC) is responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy, transgender status, and sexual orientation), national origin, age (40 or older), disability or genetic information.

The laws apply to all types of work situations, including hiring, firing, promotions, harassment, training, wages, and benefits.

The EEOC office for the State of Texas is in San Antonio and the Office of the Civil Rights office is in Dallas.

