

# Title IX

## **Title IX - What is it?**

Title IX of the Education Amendments Act of 1972 is a federal law, enacted in 1972, which states: “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.”

On May 6, 2020, the United States Department of Education released its final rule under Title IX of the Education Amendments of 1972. The final rule requires school districts to follow a specific Title IX Grievance Process while investigating allegations of sexual misconduct. The Office of Civil Rights of the United States Department of Education considers sexual misconduct (including sexual harassment, sexual violence, sexual assault and intimate partner violence) to be a form of sexual discrimination and requires the school districts to take immediate and effective steps to respond to sexual misconduct.

## **Title IX Jurisdiction**

For a Title IX investigation to apply, the incident must meet the definition of sexual harassment and it must have occurred in an education program or activity in which the District has substantial control over both the respondent and the context in which the harassment occurred.

*Sexual harassment* means conduct on the basis of sex that satisfies one or more of the following:

1. An Escambia School District employee conditioning the provision of an aid, benefit, or service of the recipient on an individual’s participation in unwelcome sexual conduct;
2. 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 recipient’s education program or activity; or
3. “Sexual assault” as defined in 20 U.S.C. 1092(f)(6)(A)(v), “dating violence” as defined in 34 U.S.C. 12291(a)(10), “domestic violence” as defined in 34 U.S.C. 12291(a)(8), or “stalking” as defined in 34 U.S.C. 12291(a)(30).

## **Responsibilities and Obligations of the Escambia County School District**

The Escambia County School District takes its obligation to comply with Title IX very seriously. Inquiries concerning the application of Title IX and the Grievance Procedure may be referred to the District’s Title IX Coordinator:

Melia Adams

EEO / Title IX Compliance Officer / Teacher Recruiter

75 North Pace Blvd., Pensacola, FL 32505

(850) 469-6102

Email: [madams@ecsdfl.us](mailto:madams@ecsdfl.us)

## **Reporting Options**

To make an official report of sexual misconduct and/or interpersonal violence at the Escambia County School District, you may contact the designated Title IX Coordinator at your school or department.

### **Reporting TITLE IX**

#### **ECSD District Title IX Coordinators**

The District has established a set of provisions to provide a fair process for complainants and respondents, while ensuring complainant protections under Title IX.

## **District Resources and Support Services**

The Escambia District School Resource Officer shall provide services and assistance at every school and department. These services shall include, but are not limited to, the following: preventing and detecting crime and enforcing the laws of the State of Florida as violations occur on or about property owned or operated by the Board and protecting students, employees, School Board Members, and the public.

Other valuable Support Leaders within the Escambia County School District are:

Dr. Lisa Joyner, Coordinator of Student Services

Mr. Silvio Fina, Coordinator of Mental Health Services

### **Other Support Guidance**