

Title IX

Title IX Personnel Training Curriculum



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TITLE IX PERSONNEL TRAINING CURRICULUM

PublicSchoolWORKS has created a 4-course curriculum to help meet the new training requirements for Title IX, which was effective August 14, 2020. This curriculum is written to be a part of a complete training program. It covers the mandated training topics required by [34 CFR §106.45\(b\)\(1\)\(iii\)](#) (see below), with the exception of hearings; however, Title IX personnel will require further training to cover school-specific processes and policies. It is also expected that Title IX personnel will participate in ongoing professional development in the areas specific and important to their Title IX responsibilities.

Law

The following is an excerpt of 34 CFR §106.45(b)(1)(iii) that lists the required training topics and content:

...A recipient must ensure that Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process receive certain training, including on:

- *the definition of sexual harassment in 106.3,*
- *the scope of the recipient's education program or activity,*
- *how to conduct an investigation and grievance process, including hearings, appeals, and informal resolution processes, as applicable, and*
- *how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias.*

A recipient must ensure that decision-makers receive training on:

- *any technology to be used at a live hearing, and*
- *on issues of relevance of questions and evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, as set forth in paragraph (b)(6) of this section.*

A recipient also must ensure that investigators receive training on:

- *issues of relevance to create an investigative report that fairly summarizes relevant evidence, as set forth in paragraph (b)(5)(vii) of this section.*

Any materials used to train Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process, must not rely on sex stereotypes, and must promote impartial investigations and adjudications of formal complaints of sexual harassment.

Recipients may use their discretion to adopt additional components to training, including materials describing the impact of trauma.

Training Curriculum

PublicSchoolWORKS has ensured that the 4-course curriculum below covers all the above required topics except content on hearings, including live technology.

- M-993 Title IX: Protecting Students and School Employees from Sexual Harassment (General Awareness)
- M-995 Title IX: Additional Information for Coordinators, Investigators and Decision-Makers
- M-069 Title IX: How to Investigate and Adjudicate Formal Complaints
- M-070 Title IX: Informal Resolution Process

In addition, 106.45 (b)(10)(i)(D) requires that all materials used to train Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process must be made publicly available on the district's website, or if the recipient does not maintain a website the recipient must make these materials available upon request for inspection by members of the public.

PublicSchoolWORKS offers districts a link for their website to the Parent InfoCenter, which will include the 4-course Title IX training.



TITLE IX FINAL RULE – U.S. DEPARTMENT OF EDUCATION

The following is additional information on training providers and the Title IX curriculum taken from the Title IX Final Rule document created by the US Department of Education.

TRAINING PROVIDERS

- The final regulations do not preclude training of Title IX Coordinators to be conducted online or virtually.
- The Department declines to prescribe whether training presenters must possess certain qualifications.
- The Department does not certify, endorse, or otherwise approve or disapprove of organizations (whether for-profit or non-profit) or individuals that provide Title IX-related training and consulting.
- Whether or not a recipient has complied is not determined by the source of the training materials or training presentations utilized by a recipient.

CURRICULUM

The final regulations do not interfere with the right of recipients to control the recipient's own curricula and academic instruction materials. The Department give schools flexibility to design or select training components that best serve the school's unique needs and educational environment.

If you have any questions or concerns, please contact your Program Management Coordinator (PMC). Your PMC will coordinate with our Research and Development department, and we will be happy to research any questions or concerns.

Thank you.

Tina Hegner
Manager, Research and Development