

TITLE IX TRAINING - COUNSELORS

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TITLE IX COORDINATOR

District Civil Rights & Compliance Office

DISTRICT CIVIL RIGHTS & COMPLIANCE OFFICE

- **Guidance and support to schools on students' civil rights.**
- **Training and professional development on Title IX, Sexual Harassment, Bullying, LGBTQ Rights**
- **Training for parents and community stakeholders**
- **Conferences on Title IX, BLM, AAPI, Latinx, LGBTQ**
- **Formal Investigations under Uniform Complaint Procedures, District-Level Complaint and Williams.**

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What is your understanding of Title IX?

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The purpose of Title IX is to create gender equity in public education based on one's sex, sexual orientation and gender identity.

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How does Title IX apply in your work as a counselor?

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- Enrolling students in curricular and extracurricular classes.
- Guidance on higher education.
- Affirming all students in their use of preferred names and pronouns.
- Gender neutral language.
- Avoiding gender roles and stereotypes.
- No prohibitions based on sex, sexual orientation or gender identity.

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Scenario #1

A student wants to join the yoga class for P.E. credit, but cannot participate because it's co-ed. She tells you, based on her religion, she cannot be in a yoga class with boys.

You do one of the following:

- A. Remove the boys from the yoga class?
- B. Create an all girls' yoga class?
- C. Tell the student there is nothing that can be done.

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Scenario #2

An auditor has completed his report on the BHS P.E. program and discovers the following enrollment data:

Weightlifting Class: 50 males, 3 females

Dance Class: 42 females, 1 male

Your principal tells you to fix it. What do you do?

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What is your definition of sexual harassment?

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- **Physical touch**
- **Verbal comments or sounds**
- **Leering or staring**
- **Written or electronic communications**
- **Rumor or gossip**

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Scenario #3

During a counseling session, a student reports to you that another student groped her genitals at an off-campus party over the weekend. She tells you not to say anything to anyone out of fear of retaliation.

What do you do?

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- For the safety of all students, it is always the counselor's duty to report bullying, intimidation, harassment and discrimination to the administration.
- When it comes to student safety, student information shared with the counselor or therapist is not confidential or privileged.
- Report the incident to an administrator the same day and follow up to ensure the student was seen and the family was contacted.

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What could possibly happen if you choose not to report student incidents of bullying, intimidation, harassment or discrimination?

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Possible Outcomes for not Reporting

- **Student harms themselves**
- **Student harms others**
- **Liability against the District**
- **Liability against the counselor**

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Scenario #4

A student reports an incident of sexual assault to you that occurred over the weekend. She wants the other student removed from campus. Choose one or none of the following:

- A) Transfer the offending student from BHS to BTA.
- B) Change the offending student's classes so that he no longer has contact with the student-target.
- C) Have the offending student expelled.

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- The incident occurred off-campus outside the District's jurisdiction.
- Changing the offending student's schedule or removal from campus would be disciplinary.
- If the student-target wants a schedule change or temporary removal from campus, the school could honor this request.

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What supportive measures can a counselor use with students who report off-campus incidents outside the District's jurisdiction?

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Supportive Measures

- Counseling support
- Change student-target's seat in shared classes with offending student.
- Change student-targets schedule
- Temporary removal of student-target from BHS
- Greater supervision by security
- Daily monitoring and check-ins with the counselor
- No Contact Order

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Scenario #5

Earlier in the day, you reported an incident of sexual harassment to the assistant principal. Later that day, the principal approaches you and asks if you made a report to Child Protective Services (CPS), apprised the student of her right to file a formal complaint and if you had contacted the parents?

What do you say?

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- Reports of child abuse to CPS are confidential.
- There is no age limit to report child abuse to CPS.
- It is the administrator's responsibility to contact the parent and apprise the student of filing a formal complaint.
- Counselors can be directed to phone the parent if the administrator is too busy.
- The counselor fulfills their duty by reporting the incident to the administration.
- As a best practice, counselor should follow up.

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Best Practices

- Maintain close relationships with your administration.
- Students should feel that you and your administration work together as a team.
- Create opportunities where students can see the counselors and administration co-presenting on topics such as ‘appropriate student conduct.’

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QUESTIONS?

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