**So You Think You Are Ready For Title IX?**

Title IX of the Education Amendments of 1972 is a federal civil rights law that prohibits discrimination on the basis of sex in federally funded education programs and activities. All public and private elementary and secondary schools, school districts, colleges, and universities receiving any federal financial assistance must comply with Title IX.

There are nine areas addressed under Title IX. Since May of 2014 the spotlight has been on sexual harassment, due to the release of the U.S. Departments List of 55 Higher Education Institutions with Title IX Sexual Violence Investigations. By December of 2015, that number jumped to 161 investigations. However, it is not just colleges under investigation for Title IX violations it is elementary and secondary schools as well. As as of February 2016, 73 elementary and secondary institutions were under investigation.

There are many steps that need to be taken by districts in order to comply with Title IX. The essentials are:

* Appoint and train a Title IX coordinator or a designee to review its anti-discrimination policies to ensure they address sexual misconduct
* Review its investigation and grievance procedures to ensure that they address the issues referenced in the Dear Colleague Letter.
* Provide training regarding Title IX issues to members of the community.

Implementing a Title IX program can seem difficult and complex and it is important that you take it one step at a time. Make sure you have full support from your district and that you are all working together and COMMUNICATING. Before you implement an effective Title IX program at your district or community college, you should prepare by first addressing a model policy and having all your resources in place so you are ready to take on investigations. Once this is complete, you can focus on training and educating your community.

This is an ongoing process and you should continue to stay ahead of the game and anticipate trends, such as gender neutral restrooms or bullying. Keep an eye out as Keenan is continuously monitoring Title IX and is working on resources to help with compliance issues. Please visit our Keenan SafeSchools and SafeColleges for courses on:

# Clery Act Overview (24 minutes)

Campus Sexual Violence:  SaVE Act Overview (37 minutes)

Title IX and Sexual Misconduct (17 minutes)

Gender Equity in Athletics (50 minutes)

Athletic Liability (45 minutes)