



WATERBURY
Public Schools

Today's Students, Tomorrow's Leaders

TITLE VII & IX OVERVIEW

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DISCLAIMER

This training is being provided for educational purposes only and is not meant to offend anyone.

In addition, the material covered is meant to inform participants about this topic, and is not considered a legal consultation.



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PRESENTATION

- What to REMEMBER
- It's the LAW
- Title VII and Title IX
- Overt & Covert Harassment
- When to Report & Investigations
- Bullying
- Code of Professional Responsibilities
- FOIA and FERPA
- Social Media



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REMEMBER...

EMPLOYEES and **STUDENTS** are
entitled to a workplace or school free
from ***harassment & discrimination.***

IT'S the LAW!!!

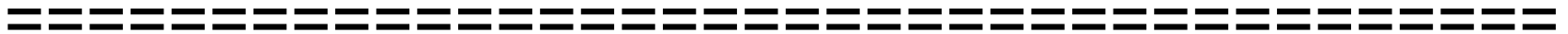


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It's the Law!!!

TITLE VII: On July 2, 1964 President Johnson signed the “**Civil Rights Act of 1964**” into law. This is the most sweeping civil rights legislation in almost 100 years since reconstruction.



TITLE IX: On June 23, 1972 President Nixon signed the “**Education Amendments of 1972**” which applies to all federally funded educational activities or programs.



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IT'S ILLEGAL
WHEN....

TITLE VII (Employment)

***Alters an employee's condition of
employment***

TITLE IX (Education)

Interferes with student's education



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What's Covered

TITLE VII

- **Sexual Harassment**

- Includes hostile work environment

- **Discrimination**

- Specifically includes sex, race, color, religion, national origin, age, disability

- **Retaliation**



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What's Covered

TITLE IX

•Sexual Harassment

- Includes gender identity and expression, stereotyping ...

•Discrimination

- Athletics
- Pregnancy and Parenting
- Single Sex Schools or Classrooms
- STEM (Science, Technology Engineering & Math)
- CTE (Career & Technical Education)
- Discipline

•Retaliation



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OVERT

Some harassment is *EASY* to recognize because of its obviously vulgar or highly offensive nature:

- Epithets or stories
- Explicit graffiti, posters, e-mails, IM's, text messages, calendars
- Vulgarity which interferes with job performance
- Overt sexual conduct (heterosexual or homosexual)
- Abusive language, posters, drawings
- Gestures
- Unwanted physical contact



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COVERT

Some harassment is *NOT SO EASY* to recognize:

- Passive-Aggressive behavior
- Gossiping
- Inappropriate and/or unprofessional non-verbal behavior
- Constant negativity
- Refusal to conduct business required communications
- “Inadvertent” physical contact
- Acting in concert with others to hurt a co-workers feelings or in an attempt to make a student feel embarrassed or inferior



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WHEN TO REPORT

Repeated, unwanted and unwelcomed harassment or bullying that is:

1. Severe,
2. Repeated or Pervasive
3. Objectively Offensive

Remember:

1. Alters an employee's condition of employment or
2. Interferes with student's education



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ONCE REPORTED

- All complaints of harassment must be taken seriously!
- Once a complaint is made, supervisory employees should report it *immediately* to officials designated by the employer.
- The employer has an affirmative responsibility to take appropriate action to end the harassment and prevent it from reoccurring
- Contents of the complaint are personal and confidential and are not to be disclosed except to those persons with a need to know!



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INVESTIGATIONS

If you are involved in an investigation you must:

- Cooperate
- Tell the whole truth
- Do not discuss investigation with staff, students, parents



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“Bullying”

Bullying is ***unwanted, aggressive behavior*** among school aged children that involves a real or perceived ***power imbalance***. The behavior is ***repeated***, or has the potential to be repeated, over time.

In order to be considered bullying, the behavior must be aggressive and include:

- **An Imbalance of Power**: physical strength, access to embarrassing information, or popularity—to control or harm others.
- **Repetition**: Bullying behaviors happen more than once or have the potential to happen more than once.





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REPUBLICAN-AMERICAN FRIDAY, JULY 31, 2015

Local News

EM

Former Kennedy High star
Don Jarrett to play
college basketball in Wyoming

SECTION

B

SPORTS STARTS ON THE
BACK OF THIS SECTION

Suit over bullying in school might be settled for \$100,000

BY ANDREW LARSON
REPUBLICAN-AMERICAN

WOLCOTT — A lawsuit against the town
alleging repeated bullying by a student

LAWSUIT: Claims victim not protected

The student also caused physical and mental pain to the plaintiff by flicking his ear, hitting and pushing him, and ridiculing him in front of his peers, the complaint says.

The lawsuit claims the school failed to take steps to stop the bullying when it was reported to bus drivers

suit says.

"Rather than protect him, they advised the bullying child that the minor plaintiff had disclosed this information (about bullying) to them," the lawsuit says.

Also, the suit claims, the district failed to follow state statutes for reporting



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Connecticut Code of Professional Responsibility for Educators

Regulations of Connecticut State Agencies Section 10-145-d-400a



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Professional Conduct

- (a) Preamble
- (b) Responsibility to the Student
- (c) Responsibility to the Profession
- (d) Responsibility to the Community
- (e) Responsibility to the Student's Family

FOR MORE INFO VISIT: <http://www.ct.gov/sde/cert>



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Unprofessional Conduct*

- (f) Abuse position; discriminate against students; sexually, physically or emotionally abuse students; or engage in misconduct putting students at risk
- (g) Misrepresent certification; accept gratuity; sexually, physically or emotionally harass or abuse district employees; misuse funds; engage in misconduct that would impair your ability to teach
- (h) Exploit education for your personal gain; be convicted of a crime involving moral turpitude or violates public trust; or knowingly misrepresent facts or make false statements

* Unprofessional conduct is not limited to the descriptors listed above



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Documents & **YOU**

F.O.I.A. ????

F.E.R.P.A. ????



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Documents & YOU

- **The Freedom of Information Act (FOIA)**
is a law that gives you the right to access information from government. It is often described as the law that keeps citizens in the know about their government.
- **The Family Educational Rights and Privacy Act (FERPA)**
is a Federal law that protects the privacy of student education records. The law applies to all schools that receive funds under an applicable program of the U.S. Department of Education.



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REP-AM.COM
RepublicanAmerican

- **Teacher, Classroom Aide and Bus Driver**
- **Teacher at Wilby**
- **Incidents at Duggan & Hopeville**
- **News Alert: *We check Police Blotters!***



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SOCIAL MEDIA

A word to the wise....

**YOUR social media and
electronic communications is
YOUR responsibility.**



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Questions???
or
Concerns!!!