

# Title IX, Harassment, and Bullying



Alisha Simpson-Watt LCSW, BCBA.....School Social Worker

Daphne Falconer-Davis, Ph.D..... Prevention Specialist

@

Hartford Magnet Trinity College Academy

## Bullying and Harassment statutes

### Title VI of the Civil Rights Act

- Prohibits discrimination on the basis of race, color, or national origin (does not reference religion but discrimination based on religion can be enforced under Title IV)

### Title IX of the Education Amendments of 1972

- Prohibits discrimination on the basis of sex; includes sexual harassment, sexual violence, pregnancy discrimination; CT law includes transgender discrimination (does not specifically reference sexual orientation but protects all students regardless of actual or perceived sexual orientation from sex-based discrimination or harassment)

### Section 504 of the Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act

- Prohibits discrimination on the basis of disability

- **Title IV of the Civil Rights Act of 1964** – prohibits students from discrimination on the basis of race, color, sex, religion or national origin by public elementary and secondary schools and public institutions of higher learning
- **Conn. Gen. Stat. § 10-622d** – prohibits bullying in schools; bullying is defined as the repeated use by one or more students of a written, oral or electronic communication (cyberbullying) directed at or referring to another student attending school in the same or a physical act or gesture by one or more students repeatedly directed at another student attending school in the same school district, that:
  - Causes physical harm
  - Places the student in reasonable fear of harm to himself or herself or of damage to his or her property
  - Creates a hostile environment at school for the student
  - Infringes on rights of such student at school, or
  - Substantially disrupts the education process or the orderly operation of a school
- **Title VII of the Civil Rights Act of 1964** – prohibits employment and workplace discrimination on the basis of race, color, national origin, sex and religion; includes sexual harassment in workplace; *Note: Conn. Gen. Stat. § 46a-60(1) prohibits employment discrimination on the basis of age, ancestry, present or past history of mental disability, color, learning disability, marital status (including civil unions), mental retardation, physical disability, national origin, religious creed, sex, race, and sexual orientation*



# Bullying

1. What is it?
2. How to Report it?
3. Consequences?



# What is Title IX?

- A federal law signed into order by President Nixon that states the following:

*“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.”*

- Title IX not only prohibits sex discrimination, it also prohibits sexual harassment and sexual violence.

# How does Title IX Affect HMTCA?

- This law applies to all educational programs or activities that receive federal financial assistance. This include colleges, universities, schools, and other educational or training programs that receive federal financial assistance.....so that includes us at HMTCA.....
- Title IX requires that each public school district, as well as state-approved non-public special education programs, have at least one person designated as the Title IX Coordinator, to coordinate compliance with the law.



# Title IX Coordinators School Based: HMTCA

Alisha Simpson-Watt, LCSW

School Social Worker

860-695-7255

[alisha.simpson@hartfordschools.org](mailto:alisha.simpson@hartfordschools.org)

Daphne Falconer-Davis, Ph.D

Prevention Specialist

860-695-7280

[falcoo1@hartfordschools.org](mailto:falcoo1@hartfordschools.org)



# Title IX District and State Contacts

## District Title IX Coordinators:

Kimberly Schulte

Staffing Manager

Office of Talent Management & Labor Relations

(860) 695-8615

[SCHUK001@hartfordschools.org](mailto:SCHUK001@hartfordschools.org)

Joanne Tremblay-Jackson

Director of Student Support Services

Special Education Department

(860) 695-8725

[jacksj001@hartfordschools.org](mailto:jacksj001@hartfordschools.org)

## CT SDE Title IX Gender Equity and Sexual Harassment:

Adrian Wood, State Title IX Coordinator

CT State Department of Education - Turnaround Office

450 Columbus Boulevard, Suite 602

Hartford, CT 06103

(860) 713-6795

[adrian.wood@ct.gov](mailto:adrian.wood@ct.gov)

## Office of Civil Rights:

Office of Civil Rights

United States Department of Education

5 Post Office Square - 8<sup>th</sup> Floor

Boston, MA 02109-3921

(617) 289-0111

[OCR.Boston@ed.gov](mailto:OCR.Boston@ed.gov)

# What is Sexual Harassment?

- Unwelcome sexual advances
- Requests for sexual favors
- Verbal or physical conduct that explicitly
- Implicitly affects an individual's employment
- Creates an intimidating, hostile, or offensive environment





# Sexual Harassment May Include:

- Unwanted deliberate touching, leaning over, cornering, or pinching
- Unwanted sexual looks or gestures
- Unwanted letters, telephone calls, or materials of a sexual nature
- Unwanted pressure for dates
- Unwanted sexual teasing, jokes, remarks, or questions



# Examples of Sexual Harassment Continued:

- Kissing sounds, howling, and smacking lips. ·
- Telling lies or spreading rumors about a person's personal sex life
- Neck massage
- Touching an employee's clothing, hair, or body
- Giving personal gifts
- Hugging, kissing, patting, or stroking
- Touching or rubbing oneself sexually around another person
- Standing close or brushing up against a person





# Examples of Sexual Harassment Continued

- Looking a person up and down (elevator eyes)
- Sexually suggestive signals
- Facial expressions, winking, throwing kisses, or licking lips
- Making sexual gestures with hands or through body movements.
- And the list can go on.....

# What is Sexual Violence?

When someone forces or manipulates someone else into unwanted sexual activity without their consent. Someone may not be able to consent to sexual activity due to the following:

- Fear
- Age
- Financial
- Illness
- Disability
- Influence of alcohol or other drugs.





# Forms of Sexual Violence

- Rape or sexual assault
- Child sexual assault and incest
- Intimate partner sexual assault
- Unwanted sexual contact/touching
- Sexual harassment
- Sexual exploitation
- Sex Trafficking
- Showing one's genitals or naked body to other(s) without consent
- Watching someone in a private act without their knowledge or permission

## TITLE IX AND SCHOOL 9 IMPORTANT THINGS TO KNOW!

<https://youtu.be/IFAs9fegJsl>

1. Title IX is a landmark federal civil right that prohibits sex discrimination in education.
2. Title IX does not apply to female students only.
3. Your school must be proactive in ensuring that your campus is free of sex discrimination
4. Your school must have an established procedure for handling complaints of sex discrimination, sexual harassment or sexual violence.
5. Your school must take immediate action to ensure a victim can continue their education free of ongoing sex discrimination, sexual harassment or sexual violence.
6. Your school may not retaliate against someone filing a complaint and must keep a victim safe from other retaliatory harassment or behavior.
7. Your school can issue a no contact directive under Title IX to prevent the accused student from approaching or interacting with you.
8. In cases of sexual violence, your college is prohibited from encouraging or allowing mediation (rather than a formal hearing) of the complaint
9. Your college should not make you pay the costs of certain accommodations that you require in order to continue your education after experiencing violence.



# What to Do?

- Tell him/her to stop
- Tell a parent/guardian, teacher, Principal, Dean, School Counselor, School Social Worker, or Prevention Specialist
- Write a Statement/Complaint and give to Dr. Falconer or Mrs. Simpson-Watt

\*Statements can also be verbal to an adult, who can also write statement on your behalf



# What Happens Next?

- Investigation is conducted
- If a violation occurred, the school will take steps to resolve the situation which could include counseling and changing of schedules for the victim and harasser.
- Additional Consequences of the Incident can include:
  - A.) DCF Involvement
  - B.) Police Involvement
  - C.) Inability to attend School Events
  - D.) Alternative School Setting






## Case Study

- Zoe comes to school and her friend Alisha says I have to show you something on my phone. Alisha shows her a post of a picture of her (Zoe) in her bra and calling her a THOT. Alisha says it was forwarded to me by a guy I know at another school. He was wondering if I knew you?
- Is this an act of bullying?
- Is this an act of sexual harassment?



# Case Study

- A group of 8<sup>th</sup> grade boys were playing a game that consisted of slapping girls butts in the hallway. A teacher saw the boys and wrote them up. Some of the girls also reported the incident to a teacher and stated that they felt uncomfortable walking down the hallway. The 8<sup>th</sup> grade boys were suspended from school for several days. When they returned to school, they continued to slap girls butts in the hallway including the girls who reported the incident to a teacher.
- Is this an act of bullying?
- Is this an act of sexual harassment?



QUESTIONS????????????????

Thank you.



# References

- Hartford Public Schools Board of Education Policies 5163.1 and 4118.31
- <https://www.knowyourix.org/college-resources/title-ix/>
- The United States Department of Justice  
<https://www.justice.gov/crt/overview-title-ix-education-amendments-1972-20-usc-1681-et-seq>
- Ms. Colon and Ms. Johnson Culinary Arts Academy @ Weaver Presentation