IDAHO K-12 TITLE IX PROFESSIONAL LEARNING COMMUNITY #4

TITLE IX: COMPLIANT GRIEVANCE
PROCESS PT 3

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March 2024

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FUTURE MEETINGS AND UPDATES

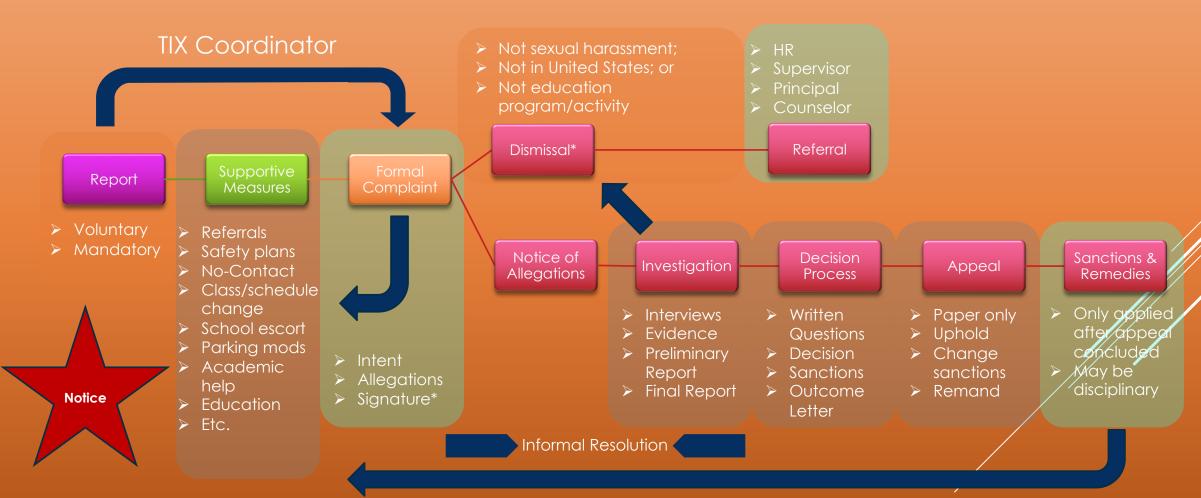
- ► March June second Tuesday each month
 - ▶ Each meeting is at 8am PT/9am MT for 1 hour

► NEW Regs



OVERVIEW OF GRIEVANCE PROCEDURES

TITLE IX FORMAL GRIEVANCE PROCESS – MUST PROVIDE FOR "PROMOTE AND EQUITABLE RESOLUTIONS OF STUDENT AND EMPLOYEE COMPLAINTS"



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REVIEW



WHEN DO TITLE XI SH GRIEVANCE PROCESSES APPLY? – 34 CFR 106.44

- ► When you have <u>actual knowledge</u> of <u>sexual harassment</u> in an <u>education program or activity</u> must respond in a way that is not deliberately indifferent
- ▶ You must:
 - 1. Treat complainants and respondents equitably
 - 2. Follow a 106.45 compliant grievance process BEFORE/implementing disciplinary measures or other actions that are not supportive measures

RESPONSE UPON RECEIPT OF FORMAL COMPLAINT – 34 CFR 106.45

- ▶ Grievance processes must:
 - 1. Treat parties equitably
 - ▶ Follow compliant, published grievance process
 - Provide remedies designed to restore or preserve equal access
 - 2. Objectively evaluate all <u>relevant</u> evidence and make non-biased credibility determinations
 - 3. Include non-biased, conflict free, trained Title IX/feam members

RESPONSE UPON RECEIPT OF FORMAL COMPLAINT – 34 CFR 106.45

- ▶ Grievance processes must:
 - 4. Make no presumptions as to responsibility
 - 5. Include reasonably prompt time frames
 - Include filing and resolving appeals, informal resolutions processes, and any allowances for temporary delay of processes
 - 6. Describe possible disciplinary sanctions and remedies
 - 7. State the standard of evidence to be used and apply same standards for complainants against students and employees

RESPONSE UPON RECEIPT OF FORMAL COMPLAINT – 34 CFR 106.45

- ▶ Grievance processes must:
 - 8. Include procedures and allowed reasons for appeal
 - ► Highly recommend limited allowances
 - Describe the range of <u>supportive measures</u> available for both parties
 - 10. Not require, allow or rely upon questions or evidence that is legally protected unless the legal protection is waived
 - ▶ Medical records, discussions with clergy or counselors, etc.

CONTINUANCE – AFTER RECEIVING FORMAL COMPLAINT – 34 CFR 106.45 PT 2 ET SEQ.

NOTICE OF ALLEGATIONS

- After receipt of formal complaint
- ► Must provide WRITTEN notice to parties who are known
 - ▶ Grievance process (what is is/where is can be found)
 - ► Statement of no presumption of guilt and determination made at end of process
 - ▶ Info re false statements
 - ▶ Right to an advisor of choice

NOTICE OF ALLEGATIONS

- ▶ Right to review and inspect evidence
- Notice of allegations of sexual harassment potentially constituting sexual harassment under 106.30
 - 1. Sufficient details known at time
 - 2. Sufficient time to prepare a response

DISMISSAL OF A FORMAL COMPLAINT

- ► Must investigate allegations in formal complaint
- ► Mandatory Dismissal
 - MUST dismiss if definitional and jurisdictional components not met
 - Dismissed as to conduct for the purposes of TIX
 - ► Does not preclude charges under other provisions of your student policies

DISMISSAL OF A FORMAL COMPLAINT

- ▶ Permissive Dismissal
 - ► MAY dismiss all or part of complaint at any time during the investigation, if:
 - Complainant requests withdrawal
 - ▶ Respondent is no longer enrolled with the recipient
 - Circumstances prevent recipient from gathering evidence sufficient to reach a determination
 - Permissive dismissal does not necessarily allow for alternative methods of adjudication

NOTICE OF DISMISSAL

- ▶If matter is dismissed must provide notice
 - Written
 - ► Include reason(s) for dismissal
 - ► Must provide to all parties at the same time

CONSOLIDATION OF COMPLAINTS

- ► Formal complaints against more than one respondent OR by multiple complainants against one or more respondents
- Can only consolidate (process through same investigation/decision making process) if:
 - ▶ Allegations of SH arise out of same facts or circumstances

FUTURE SESSIONS – GRIEVANCE PROCEDURES CONTINUED

- ► Investigations
- ▶ Opportunity to submit questions or live hearing
- ▶ Determination regarding responsibility
- ▶ Appeals
- ▶ Informal resolution
- ▶ Record keeping

WHAT QUESTIONS OR CONCERNS HAVE ARISEN FOR YOU THIS MONTH?

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