

# Title IX Compliance: It's All Our Responsibility

Title IX compliance is the responsibility of an entire district, from the top positions of administration to all levels of staff. Title IX protects students, employees and applicants for employment, and other persons from all forms of sex discrimination, including discrimination. All students (as well as other persons) at districts and campuses that receive federal funds are protected by Title IX—regardless of their sex, sexual orientation, gender identity, disability, race, or national origin—in all aspects of a recipient's educational programs and activities (OCR Title IX Resource Guide).

In Sealy ISD, we believe in treating all students and employees with dignity and respect and therefore, we take these matters seriously. It is the responsibility of all staff, teachers, and administrators to report complaints of sexual harassment, sexual assault and/or any other forms of sexual misconduct that they receive or of which they may become aware by immediately contacting the Title IX Coordinator:

**Dr. Chris Summers, 939 Tiger Ln. Sealy , TX 77474, 979-885-3516, [csummers@sealyisd.com](mailto:csummers@sealyisd.com)**

## Title IX Team

Title IX Coordinator:	Chris Summers
Title IX Investigator:	Chris Summers
Title IX Facilitator:	Mary Gajewski
Title IX Decision-Maker:	Shawn Hiatt
Title IX Appellate D-M:	Bryan Hallmark

## Statement of Nondiscrimination

The Sealy Independent School District prohibits discrimination, including harassment, against any student on the basis of race, color, religion, sex, gender, national origin, disability, age, or any other basis prohibited by law. The District prohibits dating violence, as defined by this policy. Retaliation against anyone involved in the complaint process is a violation of District policy and is prohibited.

- [FFH \(LOCAL\) STUDENT WELFARE - FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION](#)
- [DIA \(LOCAL\) EMPLOYEE WELFARE - FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION](#)

## Role of the Title IX Coordinator(s):

Although the recipient of the complaint is ultimately responsible for ensuring that it complies with Title IX and other laws, the Title IX coordinator is an integral part of a recipient's systematic approach to ensuring nondiscrimination, including a nondiscriminatory environment. Title IX coordinators can be effective agents for ensuring gender equity within their institutions only when they are provided with the appropriate authority and support necessary to coordinate their institution's Title IX compliance, including access to all of their institution's relevant information and resources (OCR Title IX Resource Guide).

## **Examples of Title IX Concerns:**

- Gender Discrimination
- Domestic and/or Dating Violence
- Sexual Harassment
- Sexual Assault
- Sexual misconduct (inappropriate touching, comments, text messages)
- Gender Identification Discrimination
- Teasing or Bullying/Cyberbullying because of gender/gender identification

For more information you may visit: the [Office of Civil Rights](#).

## **Title IX Training Materials**

Sealy ISD's Title IX administrators and staff have been trained on Title IX laws and policies through the [Safe Schools Compliance training course](#).

## **Process for Reporting Misconduct:**

- Any person can report any form of discrimination or harrassment
- Reports can be made via mail, email, telephone, or any other means at any time
- Notice to the Title IX Coordinator or to an official with authority to provide corrective measures presents a school with actual knowledge and tiggers the obligation to respond
- Any person may report sexual harassment whether or not the person reporting is the alleged victim of the misconduct, but a third-party reporter cannot file a formal complaint.