

The U.S. Department of Education, Office of Civil Rights, recently released a final ruling which takes effect on August 14, 2020. The ruling makes sweeping changes in how educational institutions address, investigate, and adjudicate allegation of sexual harassment. All employees are now mandated reporters, and all employees must be trained by August 14, 2020. This information serves as a guide to your training and a reference for questions reporting sexual harassment allegations.

This ruling applies only if the following conditions are met:

Incident(s) occurs during an educational program: any event, activity or area which the school/district has substantial control; school grounds, buses, sport fields, field trip, etc

A school board employee has knowledge; can be reported, witnessed, or as a victim

On United States soil

Meets the definition of sexual harassment:

- Student/employee receives aid, service or benefit only if they participate in unwelcome sexual conduct (known as “quid pro quo” harassment)
- Unwelcome conduct so severe, pervasive, and objectively offensive that effectively denies a person equal access to the educational program or activity
- “Sexual Assault” means any sex act directed against another person without consent of the victim, including when the victim is incapable of giving consent. Includes rape, sodomy, sexual assault with an object, fondling, incest and statutory rape
- Dating Violence
- Domestic Violence
- Stalking

As soon as you are aware of any situation that meets these conditions, you are required to immediately report to the District Title IX Coordinator. Reporting can be in person, by phone, by email or post.

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