

FULTON COUNTY TITLE IX FACT SHEET



New Definitions of Sexual Harassment under Title IX

Sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

- **Quid Pro Quo:** An employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcomed sexual conduct.
- **Hostile Environment:** Unwelcomed conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's educator program or activity.
- **Clery Crimes:** Sexual assault, dating violence, domestic violence or stalking.

School employees who have reason to believe that a student has been subjected to Title IX Sexual Harassment are **REQUIRED** to **PROMPTLY** make a report to the Title IX Coordinator (TIXC).

HOW DO YOU MAKE A REPORT ON YOUR OWN BEHALF?

- Promptly report incidents of unlawful discrimination and/or retaliation to the TIXC. Remember that retaliation is prohibited.
- The TIXC will discuss the difference between formal and informal complaints, discuss the criminal reporting process, determine appropriate supportive measures, and identify other available resources. You can then choose how you wish to proceed.
- A formal written complaint requesting investigation of alleged Title IX Sexual Harassment that includes basic information of date, time, location, individual(s) who allegedly engaged in sexual harassment, and description of allegation must be made.
- If you make a report, the TIXC will discuss supportive measures that may include counseling, extensions of deadlines, modifications of work or class schedules, escort services, mutual no-contact orders, changes in work locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures.

WHAT IS TITLE IX? No sex discrimination. No sexual assault. Period.



FC Employee Obligations

- Know who the District Title IX Coordinator is at FC. (Julie Jackson) Information is also listed on website.
- Recognize a potential Title IX violation
- Report any potential Title IX violation to the Title IX Coordinator **THE SAME DAY** you receive notice of it.
- Review our District's anti-discrimination and anti-harassment policies as soon as they are updated.