

Title IX prohibits sex-based harassment by peers, employees, or third parties that is sufficiently serious to deny or limit a student's ability to participate in or benefit from the recipient's education programs and activities. This is what is called a hostile environment.

Title IX prohibits several types of sex-based harassment.

Sexual harassment: is unwelcome conduct of a sexual nature including unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature.

Sexual violence: is a form of sexual harassment and refers to physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent.

Gender-based harassment: is another form of sex-based harassment and refers to unwelcome conduct based on an individual's gender, and not necessarily involving conduct of a sexual nature. For example, harassing conduct which focuses on a student's failure to conform to stereotypical notions of masculinity or femininity.

The harassing conduct may take many forms, including verbal acts and name-calling, as well as nonverbal behavior, such as graphic and written statements, or conduct that is physically threatening, harmful, or humiliating. The more severe the conduct the more likely the incident has to create a hostile environment.

Title IX protects all students from sex-based harassment, regardless of the sex of the alleged perpetrator or complainant, including when they are members of the same sex. All students are protected.

District Title IX Coordinator
Bruce Bailey

130 E State St.
Irene, SD 57037
605-263-3311

Bruce.Bailey@k12.sd.us

How to file a Title IX/Sexual harassment complaint

A harassment complaint can be filed with the principal or program supervisor. If the individual feels uncomfortable making a report to the principal/program supervisor, the complaint may be filed with the Title IX Coordinator. Complaints forms are available at each school site and online.