

K-12 TITLE IX INVESTIGATOR TRAINING CASE STUDIES AND HYPOS



Christie is a Freshman and reports that she was sexually assaulted in the bathroom by Russell, a Senior, during prom on the night of August 18th. Christie states that she went as Russell's date and agreed to go in a bathroom stall with him to make out. Russell became rough with her and put his hand down her pants. She thinks that she told him to stop, but feels certain Russell should have known she wanted him to stop because she stopped participating and he said "hey babe, you don't like it?" and then stormed off and left her in the bathroom. After the incident, Christie told her friend Tamika what happened and was crying.

Your investigation also uncovers the following:

1. Video from the hallway shows Christie and Russell going into the bathroom and coming out separately 15 minutes later, with Russell leaving first.
2. Tamika confirms that Christie told her what happened and was very upset. She also states that later Christie and Russell "made up" and were very sweet together.
3. Russell's friend, Alex (Senior), states that Russell is a player and is always taking girls into the bathroom to hook up during school hours, so he is not surprised by the allegations. He witnessed them together at Prom and said they seemed to have a great time together.
4. Holly, a Senior, states that Christie has a reputation for being loose with the boys and that she lost her virginity in 8th grade. She says that Russell is a great guy and she is shocked by the allegations and that it has ruined his Senior year.

Laura and Andy are in the 8th grade at ICS Middle School. According to Laura, they dated for 6 months and Andy abruptly broke up with her. After their break-up, Andy started dating Amy. Amy reports that she is being stalked by Laura. Amy states that she has received DMs and Snaps from Laura saying, “he is mine” and “back off”. Amy has screen shots of approximately 7 text messages of this nature. Amy also reports that Laura is spreading rumors about her at school, calling her a slut and a whore and saying that she used to be a man.

Tyler and Austin are both 4th grade students at ICS Elementary. Tyler reports that Austin keeps touching him on the playground on his arm and asking if he can kiss him, and then turns around and calls Tyler gay to classmates. Austin chases him and makes him feel weird, always tries to be in his groups in class and also often sits next to him at lunch even though Tyler tries to avoid it. Tyler's father reports this to the Title IX Coordinator initially, and then comes back in with his son to report that Austin has now tried to kiss him and also grabbed Tyler's butt several times. Tyler no longer wants to come to school because he is uncomfortable.

David has come to HR. He and Keisha both work in Central office and have been friendly for several months. They have both engaged in conversations about sex in general, and neither one has been offended by the other's comments. David explains that last Saturday night, Keisha texted him while apparently drunk and asked him to come over to her house. He laughed it off and told her that he enjoys her friendship but that he is in a committed relationship.

Cindy is an 8th grade student who is a member of the school marching band. The band participated in a competition at a high school 3 hours away. While traveling home from the competition on the bus, Cindy sat with Adam, a fellow 8th grader. It was against the rules for students to sit with band members of the opposite gender/sex, but all of the other seats were taken when Cindy got on the bus. It was 11:00 PM and dark. All chaperones were at the front of the bus so Cindy figured there was no reason to cause a scene. She didn't know Adam well but figured it wasn't that big of a deal. Cindy sat toward the edge of the seat, grabbed her pillow and went to sleep. Cindy woke up to Adam trying to get his hands into her leggings. She was shocked and told him to stop, but Adam continued and digitally penetrated Cindy. Cindy was afraid to draw attention to herself, especially because she knew she was breaking the rules by sitting with a boy.

When the bus finally stopped, Cindy ran into the bathroom. Her friend Sally came into the bathroom and saw that she was crying. Cindy told Sally not to tell anyone but Sally told her mom when she got home. Sally's mom works in the cafeteria at an elementary school within their district.

Tommy is a football player at ICS Middle School. The middle school and high school teams often practice together. After school, but before practice, the players usually wrestle around practicing different ways to tackle. Tommy is a small boy and often gets pushed around and tackled hard by the bigger high school players. They often call him vulgar names like "pussy" and "bitch." Tommy told the coaches about the language but they told him to "suck it up." Tommy's parents approached the coaches and stated they were concerned, but that Tommy had a tendency to exaggerate. The coaches said they never saw or heard anything inappropriate during practice. They said everything was "normal football stuff" and "boys being boys."

Bobby and Suzy are both in 5th grade. They are in several classes together and the classes are exceptionally small and include interventions due to their IEP requirements. Bobby sends Suzy a few notes telling her that she is pretty. He tells her that he likes her clothes and that she has pretty eyes.

Suzy tells her mom about the notes around Thanksgiving. Suzy's mom calls Mr. Adams, the principal of the school and tells him that Bobby is "creepy." Mr. Adams asks for more information but Suzy's mom just says he sends notes to tell her he likes her.

What should Mr. Adams do?

Sophie is a 17 year old senior at ICS high school. School is "virtual" this year due to Covid. All courses are online using Zoom. Mr. Anderson is the art teacher. He is young, right out of college (23). Mr. Anderson separates the art class into partners but there are an odd number of students, so he tells Sophie that he will be her partner. He separates the partners into breakout rooms. Once in the "room" with Sophie, Mr. Anderson tells her that he thinks she is beautiful. Each day he compliments her appearance. She is flattered and doesn't take any offense. One day a teaching assistant, Mrs. Lindsey comes into the breakout room. Sophie and Mr. Anderson don't notice that she joins the room. Mr. Anderson compliments Sophie's shirt and says it fits her really well in the chest.

What should Mrs. Lindsey do?



INSTITUTIONAL
COMPLIANCE SOLUTIONS

Questions?

©Institutional Compliance Solutions 2022 All Rights Reserved