

Presents Two Important Workshops.

Training for Title IX/Equity Coordinators

Mon. Oct. 19, 2009 - 8:30 am to 4:30 pm

Presenters: Neena K. Chaudhry, Esq., Senior Counsel at the National Women's Law Center
William A. Howe, Ed.D., CT State Title IX Coordinator

Who Should Attend This Workshop?

This is an ongoing project to have one person in each school building trained as a Title IX Coordinator. Federal law requires that each school district have at least one person designated and trained as the District Title IX Coordinator. Good practice calls for a Title IX Coordinator in each building. Training is essential.

7 CEUs will be awarded for full attendance. Deadline to register is Oct 3, 2008.

Fee: \$110

What School Professionals Should Know for Successfully Investigating Complaints and Reports of Harassment in Schools and School-Related Activities

Mon. Nov. 9, 2009 - 8:30 am to 4:30 pm

Presenter: Richard W. Cole, Esq., Safe Schools and Civil Rights Consultant

Who Should Attend This Workshop?

This workshop is open to any school staff who conducts investigations.

7 CEUs will be awarded for full attendance. Deadline to register is Oct 30, 2008.

Fee: \$110

Both workshops will be at ACES, 205 Skiff Street, Hamden, CT 06517



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What will be covered in these workshops?

Training for Title IX/Equity Coordinators

This course is for those individuals appointed as District or Building-Level Title IX Coordinators. It will cover both the obligations of school districts and the duties of Title IX Coordinators. Topics include federal and state laws that protect against discrimination based on race, religion, ethnicity, sexual orientation, and gender; Developing an Acceptable Non-Discrimination Statement; Developing a District's Written Anti-Harassment Policy; Identifying and Responding to Incidents of Harassment; Formal Complaint/Grievance Procedures; Creating a School Climate that Appreciates Diversity; and Addressing Hate Crimes and Conflicts in School and the Community.

In preparation for the course, please bring with you a copy of:

- your school district's non-discrimination statement,
- your school district's non-discrimination policies, and procedures on handling complaints, grievances, and appeals,
- copies of what staff/faculty, students and parents are given on sexual harassment and other discrimination policies and procedures,
- any forms that you use to document complaints and investigations

For questions about Registration, please contact Dee Colson at 203-407-4403. or e-mail dcolson@aces.org. For questions about the content of the workshop, contact Dr William Howe at 860-807-2031 or e-mail at: william.howe@ct.gov

About NEENA K. CHAUDHRY - Neena K. Chaudhry is Senior Counsel at the National Women's Law Center, where she has focused on gender equity in education and health/reproductive rights issues affecting women and girls. Since joining the Center in September 1997 she has participated in litigation and advocacy to enhance the legal protections provided by Title IX of the Education Amendments of 1972. She has served as counsel on several cases, including Davis v. Monroe County Board of Education (in which the Supreme Court established that schools have an obligation under Title IX to address student-to-student sexual harassment), Communities for Equity v. Michigan High School Athletic Association (which held that scheduling girls' sports, but not boys' sports, in nontraditional seasons violates Title IX and the Equal Protection Clause), National Wrestling Coaches Association et al. v. United States Department of Education (challenge to longstanding Title IX athletic policies), Simpson v. University of Colorado (ongoing case involving allegations of University's inaction in the face of sexual harassment/assault of female students by football players/recruits), as well as other cases involving gender equity in high school and college athletic programs. She is one of the authors of the Center's widely used publication—*Check It Out: Is the Playing Field Level for Women and Girls at Your School?*—and she has addressed gender equity in education issues in the media and before key national audiences throughout the U.S. Ms. Chaudhry received her J.D. from Yale Law School, where she served as Notes Editor of the *Yale Law Journal*.

What will be covered in this workshop?

What School Professionals Should Know for Successfully Investigating Complaints and Reports of Harassment in Schools and School-Related Activities

The interactive training program is designed for school professionals to learn about the legal and practical requirements for effectively investigating and making determinations in response to reports or complaints of harassment in schools and school-related activities, including in cyberspace. Participants will actively “investigate” a “school-related incident” and make investigative findings to enhance their practical investigative skills. This unique training program includes an interactive lecture with open question and answer opportunities, demonstrations, and “mock” investigative interviews by participants based on a case scenario. The training is designed so participants learn how to identify and evaluate relevant facts about a reported incident, any prior incidents, and any broader pattern of behavior, conflict, or intergroup tensions in a school or community.

Goals: The training program is designed so participants will:

1. Learn the legal and practical framework for investigating and making determinations;
2. Respond effectively to complaints and reports of harassment;
3. Develop and implement appropriate investigation plans;
4. Perform effective investigative interviews;
5. Determine when an incident involves civil rights (e.g., race, ethnicity, sex, sexual orientation, disability);
6. Effectively assess credibility and make credibility determinations;
7. Collect and evaluate all relevant information;
8. Identify patterns of behavior and broader school climate and safety concerns; and
9. Document investigations and thoroughly prepare investigative reports.

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Richard W. Cole, Attorney-At-Law, Civil Rights and Safe Schools Consultant

Richard W. Cole is a nationally known civil rights attorney, former Assistant Attorney General and Civil Rights Division Chief at the Massachusetts Office of Attorney General--with extensive experience in law enforcement, race relations, educational equity, and in addressing harassment, bullying, and hate crimes in schools, including in cyberspace. As a Civil Rights and Safe Schools Consultant, Richard offers a broad range of training, counseling, and technical assistance to educators, schools, and school communities. For more information, go to <http://www.colecivilrights.com/>

Application to Attend

Please check box(es)

Workshop A: Training for Title IX/Equity Coordinators - Mon. Oct. 19, 2009
\$ 110 registration fee. No refund of registration fees provided for cancellations
after 10/3/09.

Workshop B: What School Professionals Should Know for Successfully
Investigating Complaints and Reports of Harassment in Schools and School-
Related Activities - Mon. Nov. 9, 2009. \$110.00 registration fee. No refund of
registration fees provided for cancellations after 10/30/09.

Total Payment:

Name (Print) _____

Last 4 digits of Social Security Number (for CEUs only) _____

Job Title _____

School/Institution _____ District _____

Address _____

City/State/Zip _____

Phone Number Day () _____ Evening () _____

E-mail _____ I wish to receive CEUs.

Special Needs (please specify) _____

ACES Federal ID Number is 06-088-1700 Payment by credit card, check, money order or purchase order made payable to "ACES." **No registrations will be accepted after deadlines noted. Confirmations will not be sent without a purchase order or payment.** Please Mail, or FAX no later than 4 pm on due date to Dee Colson, PDSI -ACES - 205 Skiff Street, Hamden, CT 06517 , Tel: 203-407-4403, Fax: 203-407-4591. You may register online at www.aces.org. You will be notified by ACES via E-MAIL if your application has been accepted. Please ensure your e-mail address is working.

TO RECEIVE A REFUND, WRITTEN NOTICE OF CANCELLATION MUST BE FAXED, MAILED OR EMAILED TO DEE COLSON (dcolson@aces.org) ON OR BEFORE DEADLINES NOTED ABOVE – NO CANCELLATIONS VIA PHONE WILL BE ACCEPTED.