

Title IX

**Presentation for state of Hawai'i Public Charter School Commission Spring
Training Sessions**

April 2026



Background on Facilitator DJ Adams

- Worked 33 years in private, public, and charter schools in three different countries across our beautiful planet
- Experience as teacher, Counsellor, Vice Principal, Principal, Deputy Superintendent, and Po'okumu
- Retired from Alaka'i O Kaua'i Charter School in July 2025 after spending five years as the Po'okumu
- Returned to school and earned Title IX accreditation
- Started in February 2026 as a member of the Frameworks Team with a specialty in assisting with Title IX issues

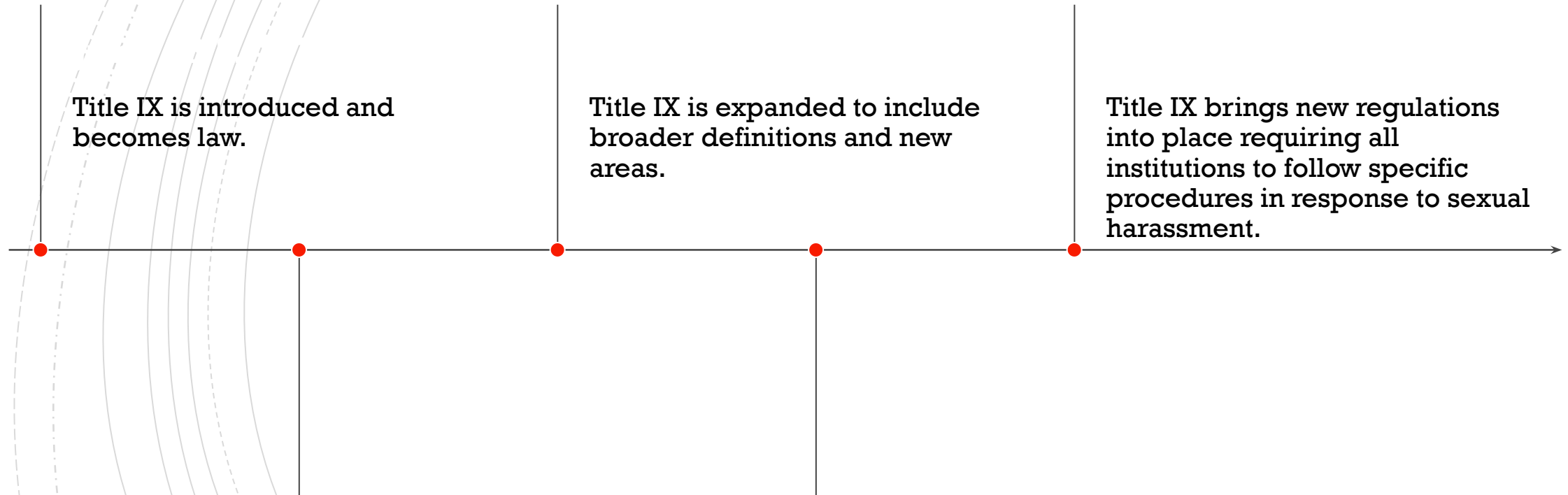
Land Acknowledge ment

- We acknowledge Hawai‘i as an indigenous space where the descendants of the original people are today identified as Kānaka Maoli (Native Hawaiian). Let us further recognize and express gratitude for the generations of Aboriginal Hawaiians and their knowledge systems that have shaped and continue to shape Hawai‘i in a sustainable way that allows us to learn here today.

*What is Title IX?

- Title IX is a landmark 1972 federal civil rights law prohibiting sex-based discrimination in any education program or activity—including sports, academics, and school services—that receives federal funding. It guarantees equal opportunity regardless of sex, covering sexual harassment, athletic equity, and pregnancy-related support.

Title IX Timelines



* Actual Knowledge

- Under 2020 Title IX regulations, "actual knowledge" means notice of sexual harassment or allegations of sexual harassment received by a Title IX Coordinator or an official with authority to institute corrective measures. This triggers an institution's mandatory response obligation, differing from "constructive notice" (what one should have known) by requiring direct awareness.

Support Versus Complaint

Support

May allege sexual harassment, sexual discrimination, or sexual misconduct. It may be oral or written. It may be submitted by someone other than the complainant or anonymously. It may be made at any time, and acceptable forms are emails, phone calls, mail, or other means.

Versus

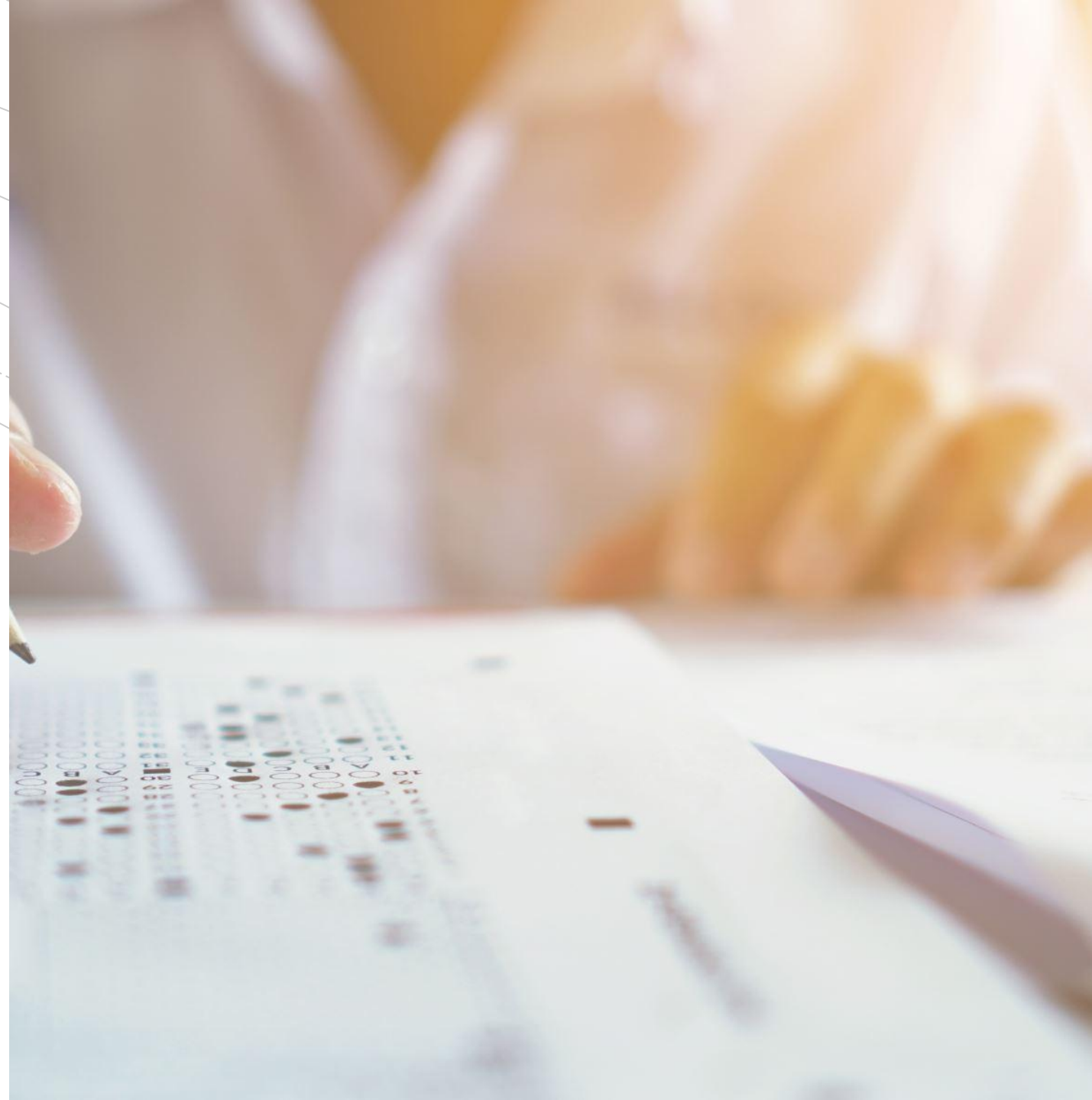
Complaint

Required for the initiation of the Title IX Grievance Process. The complaint can be oral or written. It cannot be filed anonymously or by a third party. Request to the school that objectively can be understood as a request for the school to investigate and make a determination.



Formal Complaint start
the Grievance Process

Making a report or
complaint is NOT
the same as filing
with Law
Enforcement.





Supportive Measures for Complainants and Respondents (examples)

Academic

Transportation

Employment

Amnesty Provision
Suggest that this be
added to your
policies. (example
of underage
drinking)





Confidentiality is an **ABSOLUTE** must in the process.

Retaliation

Retaliation is forbidden against any Complainants, Respondents, Witnesses, or any other person involved in the Title IX process.





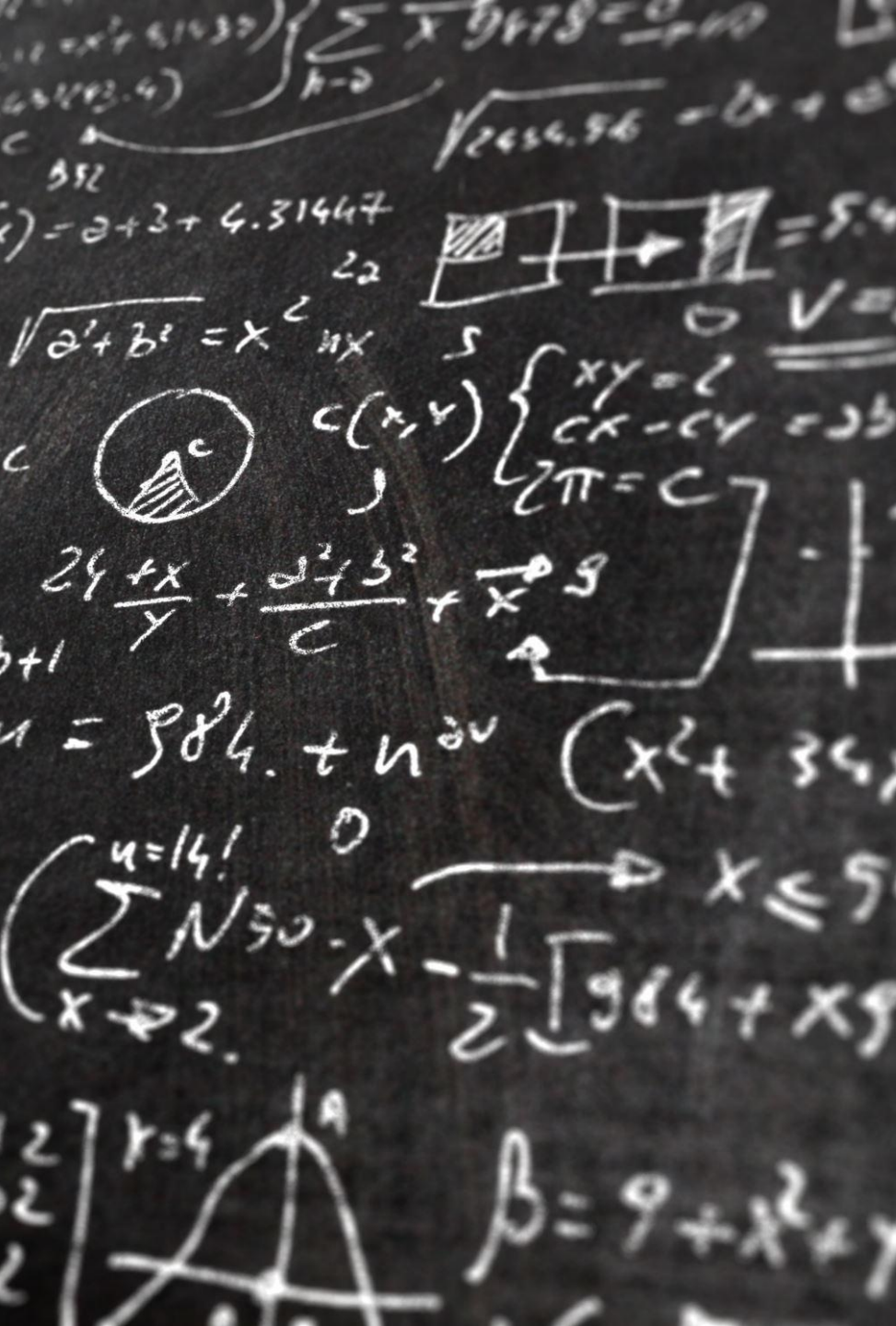
Remedies

Offered to the Complainant and are designed to preserve or restore equal access to the school's education or activity.

Sanctions

Issued to Respondents found responsible for violating the school's harassment policy following the conclusion of the Title IX grievance process.

Remedies and Sanctions



Educational Program
(or Activity) includes
all operations of the
school

Standard of Proof

**Preponderance
of Evidence**

**Clear and
Convincing**

*Participants

Title IX Coordinator

Title IX Investigator

Decision Maker (Board of Directors)

Informal Resolution Facilitator

Advisor

Appellate Decision Maker

*Parties in the Process

Complainant

Respondent

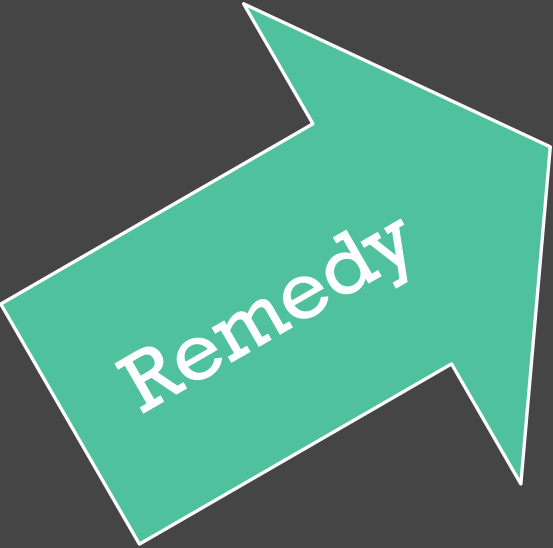
Witness(es)

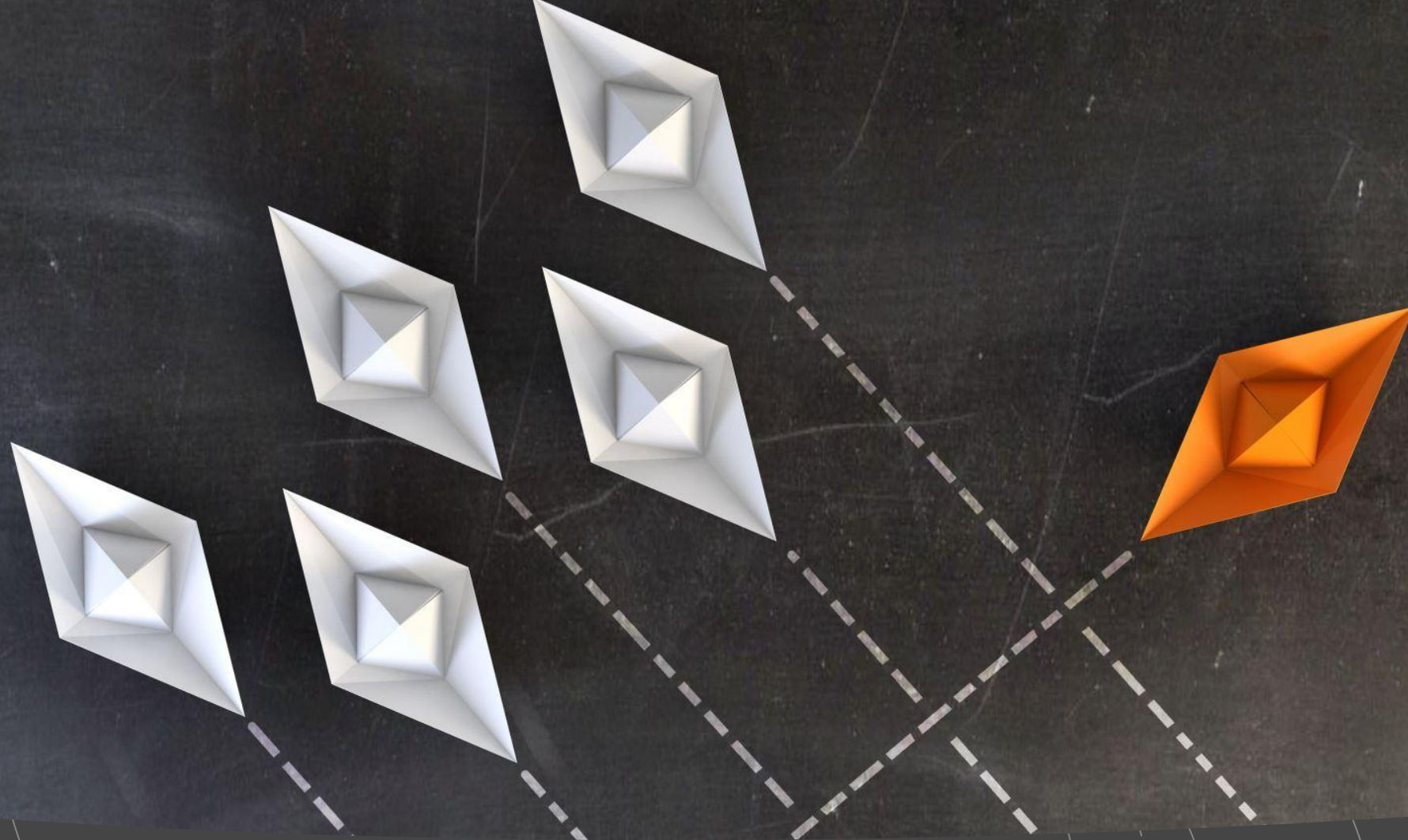


*Overview of the Process

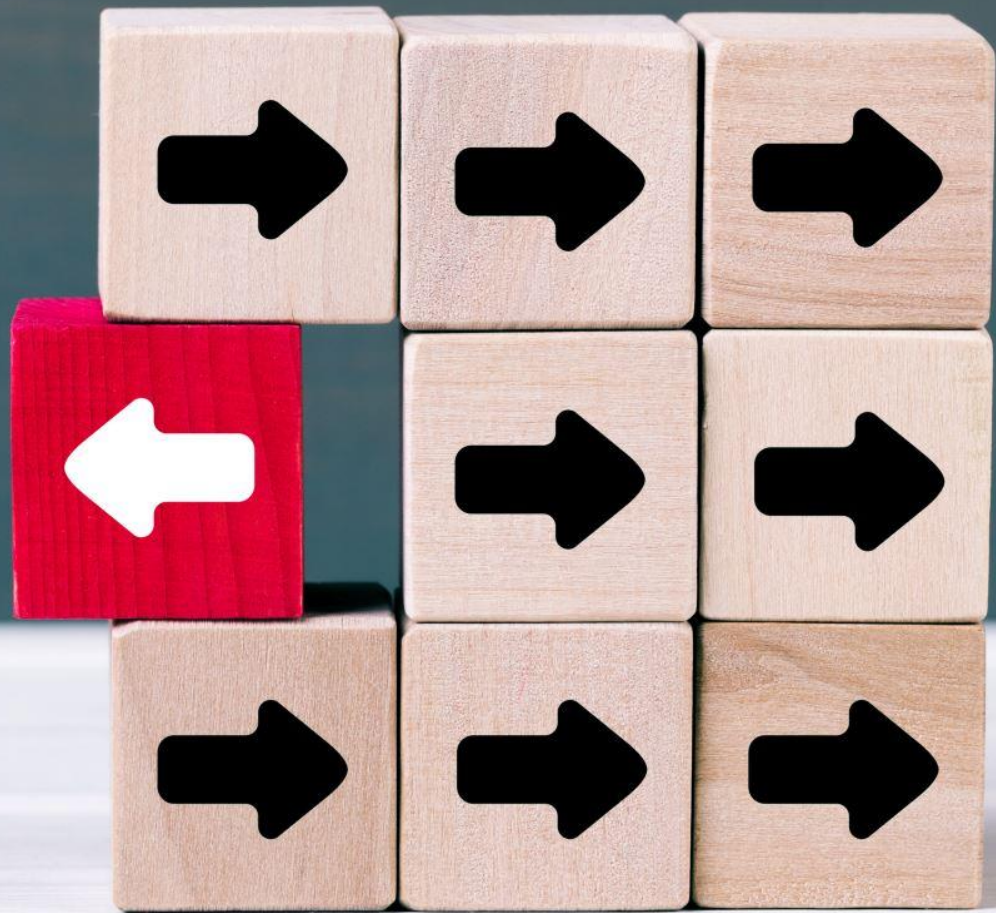
The entire process should be shared during the Grievance Process

***Goal of Title IX**





*Grievance Process Has Seven Steps



*Step One

Intake and Review



*Step Two

Formal Complaint



*Step Three

Notice of Allegations



*Step Four

Investigation



*Step Five

Decision Making Process



*Step Six

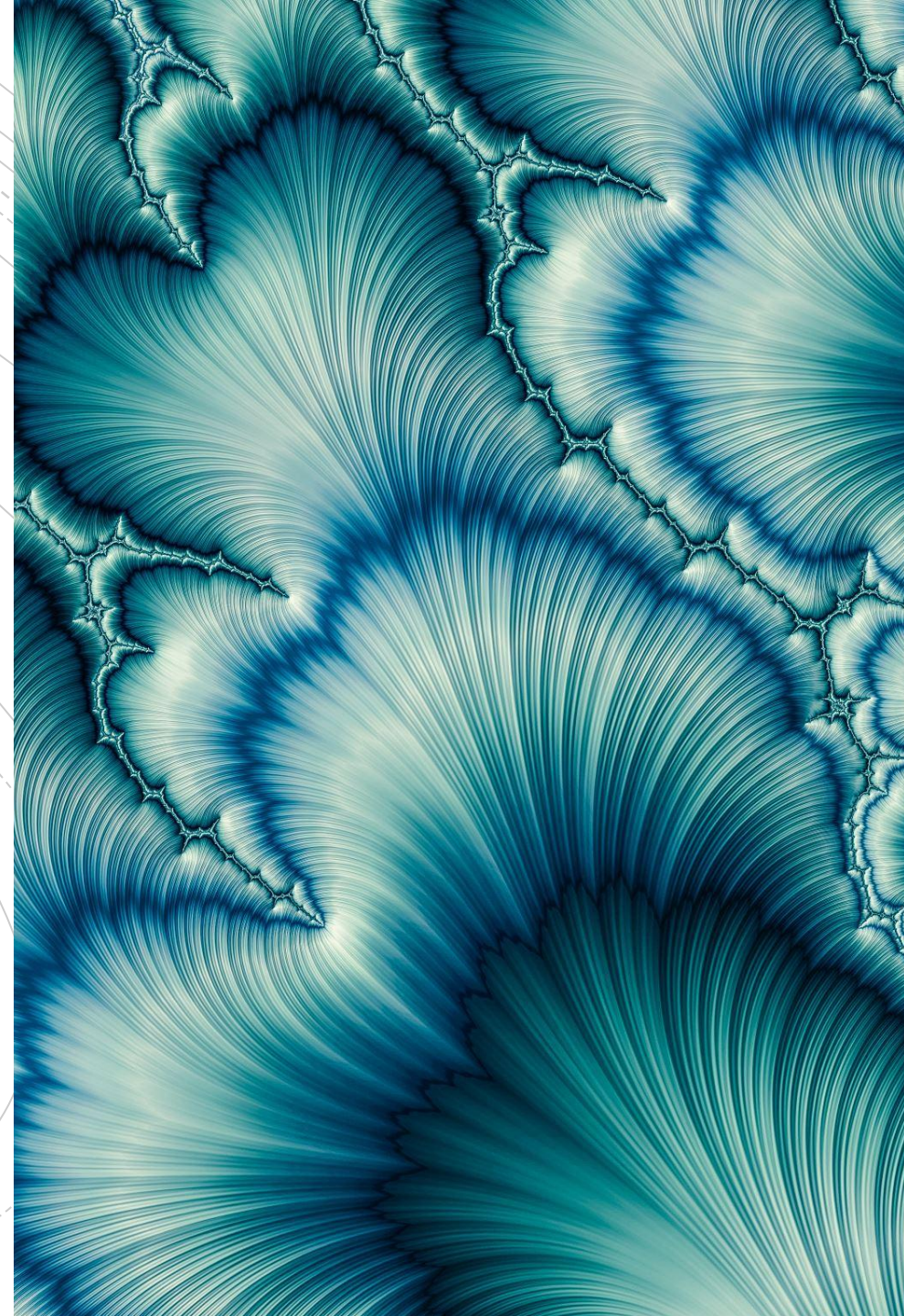
Written Determination



*Step Seven

- Appeal (if requested)

*Informal
Resolution





***Building a
Winning Team
at Your School**

Resources for Schools

National Sexual Violence
Resource Center (NSVRC)

Center for Disease Control
(CDC)

“It’s On Us” Organization

“Step Up” Program

***Key
Takeaways**

**Examine
and revise**

Examine and revise all policies and procedures related to Title IX at your school and post them on your website.

Form

Form a Title IX Team to be prepared in case an issue may come forward.

Complete

Complete the annual Title IX task that needs to be added to the Kuleana Portal. This data will form part of the reporting that goes forward to the State Legislation.



Questions?

Mahalo Nui

