



Sample Checklist Inside

## Is Your District Ready for When, Not If, #MeToo Comes to School?

In October 2017, the #MeToo movement went viral and brought renewed attention to victims of sexual assault and harassment. According to a recent report, more than 250 celebrities, politicians, corporate leaders, and others have been accused of sexually-related misconduct since the earliest high-profile resignation.<sup>1</sup> The reach of #MeToo extends beyond accusations about past harassment or assault released to the media. The EEOC released preliminary sexual harassment data for 2018, specifically citing the impact of #MeToo. Sexual harassment claims filed against

employers with the EEOC increased 12% over 2017. In addition, the EEOC filed 50% more court cases on behalf of sexual harassment victims and was able to recover nearly \$22 million more in settlements for sexual harassment victims in 2018 over 2017.<sup>2</sup> #MeToo is seemingly the root of a societal seismic shift.

The impact of #MeToo on K-12 education is also significant. Existing advocacy groups moved quickly to highlight sexual misconduct in schools. Stop Sexual Assault in Schools (SSAIS) created the social hashtag #MeTooK12 in January 2018 and launched a step-by-step action campaign to end sexual violence in

<sup>1</sup> "263 celebrities, politicians, CEOs, and others who have been accused of sexual misconduct since April 2017," Vox, January 9, 2019, available at <https://www.vox.com/a/sexual-harassment-assault-allegations-list>. Vox uses Bill O'Reilly's resignation from Fox News in April 2017 as the starting point for tracking the impact of #MeToo movement.

<sup>2</sup> "EEOC Releases Preliminary FY 2018 Sexual Harassment Data," U.S. Equal Employment Opportunity Commission Press Release, October 4, 2018, available at <https://www.eeoc.gov/eeoc/newsroom/release/10-4-18.cfm>.

continued from page 1

schools.<sup>3</sup> On its website, SSAIS encourages parents and victims to report violations in order to hold school districts accountable, provides sample Department of Education's Office for Civil Rights (OCR) complaints, and publishes examples of sexual harassment cases filed against school districts.<sup>4</sup> The National Women's Law Center provides a reference guide to help parents learn their rights, find out whether a school treats girls fairly when girls have experienced harassment, and offer ideas on how to change school policies.<sup>5</sup> OCR opened 99 sexual assault and sexual harassment investigations since October 2017, including investigations aimed at the Hawaii State Department of Education, Indianapolis Public Schools, and the Chicago Public Schools.<sup>6</sup> In the instance of the Chicago Public Schools, the Federal government suspended millions in grant monies due to significant Title IX violations related to gender-based abuse and harassment.<sup>7</sup>

A school district's potential exposure for a mishandled sexual violence or harassment incident is vast. SLRMA seeks to support school districts to simultaneously protect student victims and minimize legal liability through the latest resource, **Protecting Students in the Era of #MeToo Self-Audit Checklist and Best Practices**. Now is the time to make sure your district is in compliance with current laws and regulations. Go to SLRMA.org to get the full checklist today.

3 "Combating Rampant Sexual Harassment and Assault," Stop Sexual Assault in Schools (SSAIS) website, Esther Warkov, Executive Director, SSAIS, available at <http://stopsexualassaultinschools.org/january-campaign-2/#Esther>.

4 "Sample OCR Cases," Stop Sexual Assault in Schools (SSAIS) website, available at <http://stopsexualassaultinschools.org/sample-ocr-complaints/>.

5 "Resource - #MeTooK12," National Women's Law Center website, available at <https://nwlc.org/resources/metook12/>.

6 Based on data from U.S. Department of Education Office of Civil Rights, Pending Cases Currently Under Investigation at Elementary-Secondary and Post-Secondary Schools (data compiled as of March 1, 2019), available at <https://www2.ed.gov/about/offices/list/ocr/docs/investigations/open-investigations/tix.html#>

7 "Federal officials withhold grant money from Chicago Public Schools, citing failure to protect students from sexual abuse," Chicago Tribune, September 28, 2018, available at <http://www.chicagotribune.com/news/local/breaking/ct-met-cps-civil-rights-20180925-story.html>

*"It's important to teach our students when they're younger so they don't grow up in a culture where they think it's OK. I'm just trying to give these girls and boys the voice to say, 'This is not OK, and I'm not going to tolerate it'."*

*-Sarah Soileau, psychology teacher,  
Dunbar High School, Washington, D.C.*

Source: "After One Year of Headlines, #MeToo Is Everywhere," NPR/WBEZ Chicago, October 6, 2018, available at <https://www.npr.org/2018/10/06/654993350/after-one-year-of-headlines-metoo-is-everywhere>.

## Fast Facts: K-12 Open OCR Title IX Investigations

<b>676</b>	Total Title IX Investigations
<b>281</b>	Sexual Violence & Sexual Assault Investigations
<b>99</b>	Sexual Violence & Sexual Assault Investigations opened 10/15/17* to present

Source: U.S. Department of Education Office of Civil Rights, Pending Cases Currently Under Investigation at Elementary-Secondary and Post-Secondary Schools (data compiled as of March 1, 2019), available at <https://www2.ed.gov/about/offices/list/ocr/docs/investigations/open-investigations/tix.html#>

\*October 15, 2017 is start date for #MeToo being spread on social media.

## Recent Updates from the Newsroom Available on SLRMA.org

### Arming Our Educators: What Teachers Think about Guns in the Classroom

March 8, 2019

When California State University - Northridge assistant professor Lauren Willner noticed that the debate concerning guns in schools missing a key piece of information - the opinions of teachers - she gathered scientific data on this issue directly from teachers. The results are summarized in the white paper, "What Do the Teachers Want? Educators' Opinions About Being Armed in the Classroom to Prevent School-Based Gun Violence." **Download and review** the perspectives from a broad spectrum of educators from all 50 states.

### Cyberbullying is Experienced by Majority of Teens February 26, 2019

Digital connections between friends and peers has a dark side: online or electronic harmful or harassing images or text, also known as cyberbullying. The Pew Research Center released a survey demonstrating the pervasiveness of teen cyberbullying. **Download and read** this study's intriguing findings, including the most common forms of on-line harassment, and what teens think about teacher and parental responses to cyberbullying.

### Sexual Misconduct in Education Survey January 22, 2019

The Education Week Research Center set out to uncover the prevalence, perceptions, and outcomes of allegations of sexual misconduct among educators. **Read** the surprising findings of this timely survey.

## 2019 SLRMA Give-Away: Win an Amazon® Echo Plus®

As a valued member of SLRMA, we'd like to show our appreciation by giving your school district a chance to win a second-generation Amazon Echo Plus. The Echo Plus provides multiple innovative uses in the classroom and includes built-in Alexa® technology.



**Log in between March 1 and May 31 to get up to 3 entries for the drawing (one entry per month per school district).**

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## Trending Now 2018-19

- 1) McKinney-Vento Act Self-Audit Checklist & Best Practices for School Districts 2018 Update
- 2) Transgender and Gender Non-Conforming Student Checklist 2018 Update
- 3) Due Process Requirements for Out-of-School Suspension – Self-Audit Checklist and Best Practices
- 4) ADA & Rehabilitation Act Checklist 2018 Update

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The Mission of the School Leaders Risk Management Association (SLRMA) is to assist public school districts (K-12) with supplemental risk management support. We help you accomplish your own mission of risk avoidance in a number of ways.

- We provide pro-active, timely tools to help prevent unwanted and unwarranted school board legal liability claims.
- We keep members informed of the current legal issues that will likely affect your school district through our work with the Federal Legislation Insurance Committee (FLIC).
- We give members access to special reports featured in our Newsroom. The topics are specific to the School Board Legal Liability school boards face today and will in the future.

Members are equipped with an array of self-audits and checklists to help ensure you are in compliance with the latest requirements and guidelines which govern school boards and school districts. We are a not-for-profit and are governed by a Board of Directors. The Board consists of current Executive Directors of State School Boards Associations.

Checkout [slrma.org](http://slrma.org) to see all the benefits of membership.