1. Recommended Programming:

For BUSD executive leadership (including cabinet), principals, vice principals, conduct officers, SROs, counselors and teachers.

a. Bystander **intervention: Jackson Katz, PhD**

[Home - Jackson Katz](https://www.jacksonkatz.com/)

Dr. Katz already provides programming to Bay area high schools on a monthly basis and could easily incorporate BUSD. He is based in Massachusetts but is a known expert in this field. Dr. Katz focuses on changing the attitudes of young men toward females.

b. **Alliance for Hope**: Training for school experts in domestic violence with an emphasis in strangulation training (the silent killer of women who are repetitive victims).

[https://www.allianceforhope.com](https://www.allianceforhope.com/)

c. **One Love**: Training for students and institutional personnel on healthy relationships, dating and intimate partner violence. In memory of Courtney Love, a college student murdered by her boyfriend after years of abuse.

[Learn to Love Better - One Love Foundation (joinonelove.org)](https://www.joinonelove.org/)

Contact: Brea Kaye (former BHS student) [kaye.brea@gmail.com](mailto:kaye.brea@gmail.com)

d. **Bay Area Women Against Rape**: for institutional personnel and students on what to do if you or someone you know is raped. BAWAR provides presentations on their services and advises on the need for a forensic sexual assault examination following a rape and the need to preserve evidence.

[GET SUPPORT – BAWAR](https://bawar.org/get-help/)

e. **Listening sessions**: BUSD Title IX Coordinator with students at BUSD. Talk with students about what is happening on campus, what they are concerned about, options for action, committee development and service.

f. **Online Course concerning drug and alcohol use**:

[Alcohol and Drug Awareness Learning Program for K-12 Schools (edurisksolutions.org)](https://www.edurisksolutions.org/alcohol-and-drug-awareness-k-12/)

g. **Training for institutional personnel on the meaning of consent to sexual activity:**

[Consent at Every Age | Harvard Graduate School of Education](https://www.gse.harvard.edu/news/uk/18/12/consent-every-age)

[Bridging the Gaps | Harvard Graduate School of Education](https://www.gse.harvard.edu/news/uk/20/05/bridging-gaps)

There are many courses out there and I did not have time to review them and select one.

h. Develop an online course for students on the meaning of consent.

There are many courses out there and I did not have time to review them and select one.

2. Establish a reporting Hotline for complaints associated with DHR, sexual assault, bullying, stalking, dating, domestic violence and have the reports sent to the Title IX office. Faculty, staff, students should be able to report to this Hotline.

3. Purchase a Title IX database such as Maxient, Advocate, Salesforce, etc. to house documentation associated with informal and formal complaints made to the Title IX office. Train all Title IX personnel on use of the selected database.

4. Hire a full time dedicated Title IX investigator who has Title IX experience and is certified. Maintain a list of external Title IX investigators, who are not associated with the district, that can be called upon to conduct investigations.

5. Make the Title IX Coordinator a permanent member of the Superintendent’s full cabinet and extended cabinet.

6. Title IX Coordinator and Title IX investigator should be introduced to the BUSD Board and made available to them for questioning should the need arise.

7. BHS should have a full time and dedicated Deputy Title IX officer on-campus who is trained in DHR and sexual assault cases and should liaise with and report all incidents reported to them to the Title IX Coordinator.

8. Each school within BUSD should have an identified Deputy Title IX officer who is trained in DHR and sexual assault cases and should liaise with and report all incidents reported to them to the Title IX Coordinator.

9. Each summer all principals, vice principals, Title IX staff, conduct officers should attend an organized training held by AIXTA or some other organized Title IX trainer.

10. All BUSD staff should be required annually to complete an online course on discrimination, harassment, retaliation, sexual assault. I was planning on creating the course but ended up leaving the district.

11. The Title IX office should be made a confidential office and only those who work within the office should have a key to it. The office should have appropriate block out blinds installed on the windows and door so that individuals within the office cannot be observed.

12. The Title IX office should have an established budget in order to purchase supplies, replenish computers, and to conduct training, outreach and to provide support to BUSD students who made need impromptu resources.

13. A clear disciplinary referral process should be designed and committed to writing by the Title IX office and Student Services for the sanctioning and or dismissal of students violating BUSD policy or California laws.

14. A clear disciplinary referral process should be designed and committed to writing by the Title IX office and Student Services for the sanctioning and or dismissal of BUSD employees violating BUSD policy or California laws.