

STATE OF HAWAII  
DEPARTMENT OF EDUCATION  
KA 'OIHANA HO'ONA'AUAO  
P.O. BOX 2360  
HONOLULU, HAWAII 96804

OFFICE OF THE DEPUTY SUPERINTENDENT OF STRATEGY AND ADMINISTRATION

December 29, 2025

The Honorable Ronald D. Kouchi, President  
and Members of the Senate  
415 South Beretania Street  
State Capitol, Room 409  
Honolulu, Hawaii 96813

The Honorable Nadine K. Nakamura, Speaker  
and Members of the House of Representatives  
415 South Beretania Street  
State Capitol, Room 431  
Honolulu, Hawaii 96813

Re: Hawaii State Department of Education Annual Report on Title IX

Dear President Kouchi, Speaker Nakamura, and Members of the Legislature:

For your information and consideration, a copy of the annual Title IX report is being transmitted, pursuant to House Concurrent Resolution 198, S.D. 1 (2018). In accordance with Section 93-16, Hawaii Revised Statutes, the report may also be viewed electronically at:  
<https://hawaiipublicschools.org/data-reports/legislative-reports/>

Should you have any questions, please contact Ken Kakesako, Director of the Policy, Innovation, Planning and Evaluation Branch, Office of Strategy, Innovation and Performance, via email at [ken.kakesako@k12.hi.us](mailto:ken.kakesako@k12.hi.us) or by phone at (808) 282-3430.

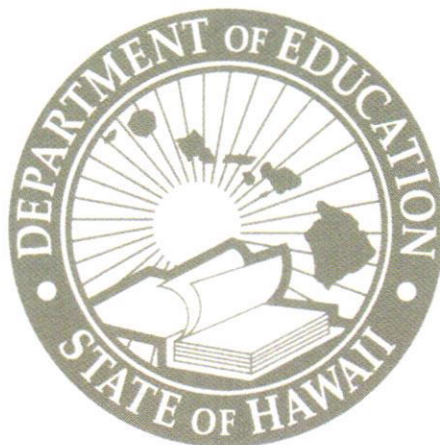
Sincerely,

A handwritten signature in black ink, appearing to be "Ta", written over the word "Sincerely,".

Tammi Oyadomari-Chun  
Deputy Superintendent of Strategy and Administration

TOC:bs  
Attachment

c: Legislative Reference Bureau  
Hawaii State Public Library System  
University of Hawaii  
Hawaii State Board of Education  
Deputy Superintendent of Strategy and Administration  
Office of Talent Management



State of Hawai'i  
Department of Education

# **Annual Report on Title IX School Year 2024-2025 and School Year 2025-2026**

December 2025

House Concurrent Resolution No. 198 (2018) requires the Hawai'i State Department of Education to annually report on its efforts to comply with Title IX of the Education Amendments of 1972, promoting gender equity in athletics as it pertains to the Resolution Agreement with the United States Department of Education, Office for Civil Rights, and the Department.

## **TITLE IX LEGISLATIVE REPORT**

The Hawai'i State Department of Education (Department) is committed to Title IX of the Education Amendments of 1972 (Title IX) and the tenets that it upholds, including equitable use of athletic facilities and resources to ensure that the terms contained in the December 20, 2017, Resolution Agreement with the United States Department of Education, Office for Civil Rights (OCR) are met.

### **1. Actions taken by the Department to comply with Title IX pursuant to the Resolution Agreement**

#### **Compliance Coordinators**

On May 7, 2021, the Department submitted a letter to OCR, wherein it stated that the Department believed that it had fulfilled the remaining requirements of the Resolution Agreement. In order to fulfill the terms of the Resolution Agreement, the Department has, among other things:

1. Designated a Title IX Coordinator at the State level.
2. Posted contact information for the Title IX Specialist on the Department's Civil Rights Compliance Branch (CRCB) website.
3. Distributed brochures and materials identifying contact information for the Title IX Specialist to students, parents, and employees.
4. Designated 15 Civil Rights Compliance Specialists (CRCS) to serve as Title IX Coordinators in each of the complex areas. NOTE: in Spring 2025, all specialist position titles in the CRCB were changed to CRCS, including those located in the complex areas (CA).

The 15 CRCS positions are assigned to each of the Department's CAs:

1. 'Aiea-Moanalua-Radford
2. Leilehua-Mililani-Waialua
3. Farrington-Kaiser-Kalani
4. Kaimukī-McKinley-Roosevelt
5. Campbell-Kapolei
6. Nānākuli-Wai'anae
7. Pearl City-Waipahu
8. Castle-Kahuku
9. Kailua-Kalāheo
10. Hilo-Waiākea
11. Honoka'a-Kealahou-Kohala-Konawaena
12. Ka'ū-Kea'au-Pāhoa
13. Baldwin-Kekaulike-Kūlanihāko'i-Maui
14. Hāna-Lahainaluna-Lāna'i-Molokai
15. Kapa'a-Kaua'i-Waimea

Contact information for each of the CRCS is posted on the Department's CRCB webpage at: <https://hawaiipublicschools.org/useful-links/policies/nondiscrimination-policy/?highlight=crcb>

The CRCS positioned in each of the CAs listed above also have their contact information posted on each school's website in their respective CA.

### **Title IX Athletics Specialist**

As background, in 2018, with support from the American Civil Liberties Union (ACLU), female athletes from Campbell High School (Campbell) filed a lawsuit against the Department regarding gender equity in their athletics program at Campbell. As a result of the lawsuit, a Settlement Agreement (Agreement) was reached in 2023. In accordance with the Agreement, a federal compliance monitor was assigned to oversee the Campbell athletics program for the next seven years.

Based upon the seriousness of the lawsuit and the subsequent Agreement, the Department determined that designating a dedicated Title IX Specialist specifically for athletics was the correct course of action. Therefore, the Gender Equity in Athletics Specialist position was initiated as a temporary position and filled in February 2024. The position was later retitled as the "Title IX Athletics Specialist (AS)."

The Title IX AS provides training to administrators and athletic directors across the State as it pertains to issues regarding equity within the athletic programs. This position also allows the Department to expand its focus on school athletic programs to the middle and intermediate schools, including intramural and extramural athletic programs. Other responsibilities of the Title IX AS include conducting the athletic self-assessments, identifying interests and abilities in new sports, and being a resource for administrators and athletic directors.

Currently, the Title IX AS is meticulously addressing the issues indicated in the Agreement by implementing athletic self-assessments for all Department high school athletic programs. These self-assessments have provided the Department important data, which is subsequently analyzed for the purpose of planning and ensuring gender equity benefits, opportunities, and treatment in high school athletic programs.

Acknowledging the importance of gender equity in athletics, and the ongoing need to maintain compliance with Title IX, the Hawai'i State Board of Education (Board) approved Fiscal Year (FY) 2027 budget request to include the Title IX AS as a permanent full-time position. The Governor has also approved the funding request for FY 2027 Title IX AS.

### **Gender Equity in Athletics Plan**

The CRCB of the Office of Talent Management submitted a Gender Equity in Athletics Plan to the Superintendent in March 2024. Action items in the Gender Equity in Athletics Plan dated March 2024 included the following:

1. Annual Interscholastic Athletics Form. This captures school enrollment, athletic participation, proportionality, levels of competition, and variance/disparity rates. All Department high schools with competitive athletic programs completed these forms for the academic school year (SY) 2024-2025. For SY 2025-2026, this form is due on June 12, 2026.
2. High School Athletic Facilities Site Visits. Facility reviews of on-campus and off-campus athletic practice and competition facilities have been conducted for each high school with a competitive athletic program during SY 2024-2025.
3. Gender Equity in Athletics Workgroup. This workgroup is comprised of Department Interscholastic Athletic League Executives, High School Principals, and Athletic Directors. The first meeting convened on December 6, 2024. A subsequent meeting was held on March 10, 2025, and most recently on December 1, 2025. The purpose of the meetings was to address statewide gender equity issues in athletic programs.

A major accomplishment of the Title IX AS was the implementation of a new female sport, Girls' Flag Football. Fifty-eight schools, statewide, and 1,092 female student athletes participated in the inaugural girls' flag football season during SY 2024-2025.

### **Notices of Non-Discrimination**

The Department has developed the following non-discrimination notices: (1) The Annual Notice of Non-Discrimination (Annual Notice) and (2) the Continuous Notice of Non-Discrimination (Continuous Notice).

The Annual Notice has been translated into 14 languages and is posted at:

<https://hawaiipublicschools.org/useful-links/policies/nondiscrimination-policy/?highlight=crcb>

In January 2025, the notice was revised, translated, and disseminated to the field. At the time, CRCB requested that each school delete any and all previous versions of the Annual Notice from the school website and instead post a hyperlink to the CRCB website. As the CRCB maintains the most updated version of the Annual Notice and its translations on the CRCB website, this process ensures that all schools have the most updated versions available to its communities. Subsequently, in Spring 2025, the Department introduced a redesigned public website. This meant the hyperlinks previously provided to schools no longer worked. Therefore, in April 2025, the CRCB issued a memorandum to the field, which provided the new hyperlink for schools to post on their websites.

The Annual Notice has also been included in the SY 2024-2025 and the SY 2025-2026 Opening of the SY packets, which were disseminated to all Department employees prior to the beginning of those respective school years.

Additionally, the Continuous Notice continues to be included in electronic and printed publications of general distribution that provide school-related information to students, employees, or applicants. These publications include but are not limited to school



announcements, school reminders, bulletins, catalogs, student planners, school handbooks, registration forms, school newsletters, and application forms (if applicable). The information included in the Continuous Notice confirms the Department's commitment that its schools do not discriminate on the basis of race, sex, age, color, national origin, religion, or disability in its programs and activities.

### **Grievance Procedures (Complaints Process)**

A revised Title 8, Chapter 19 of Hawai'i Administrative Rules (HAR) "Student Misconduct, Discipline, School Searches and Seizures, Reporting Offenses, Police Interviews and Arrests, Restitution for Vandalism, and Complaint Procedure and Investigation of Discrimination, Harassment (Including Sexual Harassment), Bullying and/or Retaliation" (HAR 8-19), has been in effect since December 2019. Per the revised HAR 8-19, schools should consult with their applicable CRCB Compliance Specialist regarding possible situations of bullying, harassment, discrimination, and retaliation.

Title 8, Chapter 89 of HAR, "Civil Rights Policy and Complaint Procedure for Student(s) Complaints Against Adult(s)" (HAR 8-89), has also been in effect since October 2019. The CRCB has utilized the procedures in HAR 8-89 when investigating protected class student complaints against employees, volunteers, or third-party contractors.

### **2020 Title IX Regulations**

In May 2020, OCR issued revised federal regulations, dramatically expanding the requirements for the Title IX grievance procedures. The 2020 revisions took effect on August 14, 2020, and significantly impacted how the Department investigates and addresses sexual harassment and discrimination. The Interim Procedures are posted on the Department's CRCB webpage at: <https://hawaiipublicschools.org/DOE%20Forms/Civil%20Rights/TitleIXInterimGrievanceProceduresforSexualHarassment.pdf>

The Interim Procedures reflect the requirements set forth in the 2020 revisions to the Title IX regulations and create a process for addressing reports and complaints of sexual harassment within the Department. In accordance with the 2020 revisions, the Department must respond promptly to reports of sexual harassment, provide support to complainants, and use a fair grievance process that provides due process to both the complainant and the respondent.

The 2020 revisions to the Title IX regulations created new responsibilities for the Department throughout all points of the grievance process, which included: response obligations when reports of sexual harassment are received, as well as detailed obligations under the investigation process itself, the decision-making process, and the appeals portions of the grievance process for both the complainant and the respondent.

The 2020 changes in the grievance process resulted in an expansion of the CRCB Equity Specialist's role in several ways. Under the 2020 regulations, when a complaint is received, the CRCS assigned to the CA immediately collaborates with the school or office to conduct initial fact-finding to determine whether the report of sexual harassment meets the criteria for a Title IX

grievance. The CRCS also assures that supportive measures have been addressed for the parties involved in the complaint. If it is determined that the complaint meets the criteria for a Title IX grievance, unless there are special circumstances involved, the same CRCS conducts the fact-finding portion of the investigation. The CRCS conducts the investigation for all formal complaints of sexual harassment that meet the criteria for the Title IX grievance process, including investigations where both the complainant and the respondent are students.

Under the 2020 regulations, separate from the fact-finding portion of the investigation referenced in the previous paragraph, the Title IX grievance process utilizes a decision-making panel comprised of a second CRCS and the respondent's administrator in lieu of a single decision maker. The assigned CRCS on the decision-making panel assists the administrator with making findings of fact and determinations of responsibility.

For reports of sexual harassment between students that do not meet the requirements for the 2020 Title IX grievance process, schools continue to consult with the CRCS regarding next steps and immediate interventions for the parties. For reports of sexual harassment of a student by an employee that do not meet the requirements for the 2020 Title IX grievance process, the CRCS investigates to determine whether the respondent violated any other Board Policies and/or Department directives, rules, or guidelines.

For the SY 2025-2026, in-person training on the 2020 Title IX requirements was provided to CA and school-level administrators in October 2025 and November 2025.

### **2024 Title IX Regulations**

In April 2024, OCR issued revised federal Title IX regulations with an effective date of August 1, 2024. The 2024 revisions differed from the 2020 Title IX requirements, where the due process steps required by the 2020 revisions were heavily modified, and 2020 Title IX definitions had been revised, removed, or new definitions were created. A major change of the 2024 revisions included the expansion of the scope of Title IX's coverage, where Title IX applied to all instances of sex-based discrimination, including sex-based harassment, and discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity.

The most notable 2024 revision concerned the 2020 Title IX definition of sexual harassment. The 2024 Title IX revisions not only re-named this definition as "sex-based harassment," but made substantive changes to the definition itself. The 2024 definition of "sex-based harassment" still included instances of quid pro quo concerning an employee respondent, as well as allegations concerning sexual assault, dating violence, domestic violence, and stalking. However, the "hostile environment" part of the definition has expanded to cover more types of sex-based conduct. As a comparison, language under the 2020 Title IX requirements was that the alleged conduct needed to be severe, pervasive, *and* objectively offensive to meet the criteria for the Title IX process. Whereas, under the 2024 Title IX revisions, the language for the "hostile environment" part of the definition is that the alleged conduct must be objectively offensive and severe *or* pervasive. The alteration of using "or" expanded the scope of sex-based conduct that would meet the criteria for the Title IX process, as the alleged conduct no longer

had to meet all three elements of being severe, pervasive, and objectively offensive. The alleged conduct needed to only be either severe or pervasive to meet the 2024 Title IX criteria.

Similar to the 2020 Title IX requirements, for reports of sex-based allegations that did not meet the 2024 Title IX criteria, other applicable policies and procedures are used to address such situations, *e.g.*, HAR 8-19 for student respondents, and applicable Board policies for employee respondents.

The 2024 Title IX revisions were prospective only and did not apply to conduct that occurred prior to August 1, 2024. This meant that for complaints of alleged conduct that occurred prior to August 1, 2024, the requirements indicated in the 2020 Interim Procedures were used to address the allegations.

It should be noted that the 2024 Title IX revisions resulted in multiple lawsuits that halted implementation of the 2024 Title IX requirements in 26 states. Although Hawai'i did not file a lawsuit, nor join in any such lawsuit, one lawsuit affected Department schools. This lawsuit was filed by four states and three plaintiff organizations. The result of this lawsuit was a preliminary injunction that halted implementation of the 2024 Title IX requirements in the four plaintiff states, as well as any schools that members of the plaintiff organizations or children of members of the plaintiff organizations attend. During the period between August 1, 2024 to January 9, 2025, plaintiff organizations submitted initial and supplemental lists of schools that members of these organizations or children of members of these organizations attend. The plaintiff organization applicable to the Department was the Moms for Liberty organization. There were 15 schools in the Department where children of members of the Moms for Liberty organization attend. For these 15 schools<sup>1</sup>, the 2020 Title IX requirements continued to be applied during the August 1, 2024 to January 9, 2025 time period.

The CRCB continued to monitor the lawsuits for any implications on a national level. Subsequently, on January 9, 2025, a federal district court concluded that the 2024 Title IX revisions, in its entirety, were invalid and unlawful. The court employed an unusual “vacatur order,” invalidating the 2024 Title IX revisions on a nationwide basis. The invalidation of the 2024 Title IX regulations resulted in all K-12 and post-secondary educational programs that receive federal funding to revert back to utilizing the 2020 Title IX regulations for all complaints of sexual harassment.

Accordingly, the CRCB accessed each pending sex-based investigation that was opened utilizing the 2024 Title IX requirements to determine if the case met the 2020 Title IX requirements. There were two outcomes of these assessments:

1. If the case met the 2020 Title IX criteria, the investigation was converted to the 2020 Title IX process, and the CRCB continued to conduct the investigation and work with the applicable administrator on the decision-making portion of the case.

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<sup>1</sup> These schools were: August Ahrens Elementary, Baldwin High School, Castle High School, Hahaione Elementary, Iao Intermediate School, Kapolei High School, Lincoln Elementary, Mililani Mauka Elementary, Moanalua High School, Moanalua Middle School, Niu Valley Middle School, Pūhala Elementary, Roosevelt High School, Waihe'e Elementary School, and Waipahu Intermediate.



2. If the investigation did not meet the 2020 Title IX criteria, the investigation was dismissed for purposes of the Title IX process and reassigned to other applicable policies and procedures.
  - a. For cases concerning an employee respondent, the CRCB completed the investigation per other applicable policies and procedures.
  - b. For cases concerning a student respondent, the CRCB worked with the applicable school administrators to complete the investigation per other applicable policies and procedures.

All new sex-based complaints that were received on and after January 9, 2025 were and will be assessed per the 2020 Title IX requirements.

## **2. Actions taken by the Department to comply with Title IX with regard to all athletic facilities, including, but not limited to, fields, locker rooms, and transportation**

As previously explained, in 2023, the Campbell lawsuit regarding gender equity in athletics issues resulted in a Settlement Agreement. The terms indicated in the Settlement Agreement affected the policies and procedures used to address gender equity in athletics. Therefore, the CRCB revised and updated policies and procedures, as appropriate, to align with the terms of the Settlement Agreement.

The Office of Facilities Operations is working on various gender equity projects, including improvements to softball fields and the construction of girls' athletic locker rooms. These include the following:

1. King Kekaulike High School, Softball and Baseball facilities: The improvements to the softball and baseball facilities at King Kekaulike High School were accepted in April 2025 and punch list items completed in July 2025. Facilities are in use.
2. Mililani High School, Girls' Athletic Facilities, Phase 1: Construction was recently completed for the girls' athletic locker room.
3. Kaua'i High School, Girls' Athletic Locker Room: The project acceptance date for the girls' athletic locker room was October 17, 2024. The locker room is currently in use.
4. Kapi'olani Elementary School (for Hilo High School): Construction was completed in November 2024. The field is in use.
5. Radford High School, Girls' Athletic Locker Room: The building permit was recently approved, however the contractor must still complete various tasks prior to scheduling the building inspection and that is required for the building to be occupied.

Other projects include softball field improvements and girls' athletic locker rooms at various high schools, as follows:

1. Castle High School, Softball Field improvements: In design. Construction funds are anticipated in the FY 2027-2028.
2. Kaimukī High School, Softball Field improvements: In design. This project will provide improvements that include ADA access to the field, dugouts, and

bleachers. Funding is anticipated in FY 2027 and is anticipated to be bid around January 2027. Future improvements will be made when the track and field is re-oriented.

3. Konawaena High School, Softball Field improvements: In construction. Estimated completion date is February 2026.
4. Moanalua High School, Softball Field, Phase 2: In construction. Work on punch list items is estimated to continue through February 2026.
5. Pu‘uhale Elementary School (for Farrington High School), Softball Field: The project was bid and is awaiting the building permit clearance so the construction duration has not been set yet.
6. Roosevelt High School, Softball Field improvements: The project was bid, and the estimated construction completion date is April 2026.
7. Mililani High School, Girls’ Athletic Facilities, Phase 2: In construction. This project is for softball field support facilities around the softball field but not including the field. Estimated completion date is April 2026.
8. Mililani High School, Girls’ Athletic Facilities, Phase 3: The project was bid but the construction duration has not been set yet.
9. Kaimukī High School, Girls’ Athletic Locker Room: design: The project was bid, protested, and the protest was resolved. The project is awaiting the building permit. On-site construction is not yet able to start.
10. Maui High School, Girls’ Athletic Locker Room, and Other Facilities: In construction contracting. The permit has not yet been approved so the notice to proceed or completion date has not been scheduled yet.
11. Moanalua High School, Girls’ Athletic Locker Room, and Other Facilities: In design; mixed use project needs line item funding for support facilities that the school must prioritize.
12. Wai‘anae High School, Girls’ Athletic Locker Room: Although onsite construction is complete, the building permit approval and the certificate of occupancy is pending, Estimated completion date is March 2026.
13. Waipahu High School, Girls’ Athletic Locker Room: In construction. Estimated completion date is by the end of March 2026.
14. Waiākea High School, Girls’ Athletic Locker Room: Job could not bid due to insufficient budget. Anticipating construction funding in FY 2027.
15. Leilehua High School, Girls’ Athletic Locker Room: In design; additional construction funds anticipated in FY 2028.
16. Hāna High and Elementary School, Girls’ Athletic Locker Room: In design; construction funds in FY 2025 and anticipate additional funds in FY 2027.

The aforementioned status updates are subject to change.

**3. All requests for appropriations, positions, and any proposed legislation to comply with the requirements of Title IX**

**Athletic Facilities**

From the Department's FY 2026, the Board approved the budget for Lump Sum Capital Improvement Projects (CIP) – Compliance, the State Budget included \$16 million, of which \$6.1 million is for gender equity projects. Most of this is to fund the design component for four projects:

1. Wai'anae High School Softball Field improvements;
2. Moanalua High School Girls' Athletic Locker Room and other facilities. Only funds towards the girls' athletic locker room will be encumbered from these funds. The balance will need to come from a line-item or Lump Sum CIP – Support Facilities funding;
3. Roosevelt High School Girls' Athletic Locker Room; and
4. Radford High School Softball Field improvements.

For the FY27 supplemental budget, the Board approved a budget request of \$60.95 million to complete ongoing design and construction for compliance-related projects. Of this amount, \$49.75 million is slated for gender equity projects.

**Title IX Training**

Section 368D-4, Hawai'i Revised Statutes, requires the Department to provide data on the number of administrators, teachers, and counselors who were trained on Title IX and the Department's applicable policies concerning harassment on the basis of sex.

For the 2024-2025 school year, the Department also worked with the National Group Association of Title IX Administrators (TNG/ATIXA) to provide virtual trainings to the CRCB specialists, as well as to provide in-person training to school, CA, and state-level administrators in July 2024 and August 2024.

Two virtual half day trainings were held on July 8, 2024 and July 10, 2024 for the CRCB specialists. The presentation topic was "Implementing the 2024 Title IX Regulations for K12 Schools and Districts." Presenters discussed the 2024 Title IX requirements including on-going litigation concerning the 2024 Title IX revisions, the expanded scope of Title IX, terminology and definitions, the revised grievance process to address complaints of sex discrimination, and pregnancy and related conditions. Training attendees for the virtual sessions were the CRCB specialists and the Equity Specialist from the Charter School Commission.

In preparation for the implementation of the new 2024 Title IX regulations, TNG/ATIXA was contracted to provide Title IX training. Therefore, in August 2024 and November 2024, TNG/ATIXA conducted in-person training for the school, CA, and state-level administrators. The goal was to have at least one administrator from each school attend this training. The training topic for these in-person sessions was "Title IX Coordinator Foundations for K12."

Presenters discussed the revised 2024 Title IX requirements for addressing complaints of sex discrimination. In addition to schools, CA and state-level administrators also attended the in-person trainings. The August 2024 and November 2024 training session dates were<sup>2</sup>:

1. August 9, 2024 (O‘ahu – Central District)
2. August 12, 2024 (Hawai‘i Island – East Hawai‘i)
3. August 13, 2024 (Hawai‘i Island – West Hawai‘i)
4. August 15, 2024 (O‘ahu – Windward District)
5. August 15, 2024 (O‘ahu – Leeward District)
6. August 19, 2024 (O‘ahu – Leeward District)
7. August 19, 2024 (Maui)
8. August 20, 2024 (O‘ahu – Honolulu District)
9. August 20, 2024 (Maui)
10. November 12, 2024 (Kaua‘i)
11. November 13, 2024 (Make-Up session)

Although training sessions were located in CAs across the State, participants were able to register for the training session that best accommodated their scheduling needs.

On August 14, 2024, TNG/ATIXA also presented to the Department’s Leadership team, which consists of the Superintendent, Deputy Superintendents, Assistant Superintendents, and CA Superintendents. The topic of this session was “Title IX Compliance Essentials” and was a half-day session that provided a condensed overview of the 2024 Title IX requirements.

The CRCB specialists also received additional in-person training on interviewing techniques on November 14 and 15, 2024.

The aforementioned training has focused on the CRCB specialists, state-level, CA, and school-level administrators. Regarding training for all levels, including teachers and counselors, the CRCB has worked with TNG/ATIXA to provide online training modules for all Department employees.

The CRCB originally planned to roll out this training during the 2024-2025 SY; however, such implementation was delayed due to changing Title IX requirements. As previously indicated, in April 2024, the federal government announced new federal Title IX regulations where Title IX related definitions and the Title IX grievance process were revised. Such revisions were effective August 1, 2024. Therefore, TNG/ATIXA revised their online Title IX training module to conform with the 2024 Title IX revisions.

However, as the CRCB was preparing to implement the 2024 training modules during the Spring 2025 semester, as previously indicated, in January 2025, a federal district court vacated the 2024 Title IX revisions. This resulted in all educational institutions receiving federal financial assistance having to revert back to utilizing the 2020 Title TIX procedures. Therefore, the CRCB again worked with TNG/ATIXA to switch to the online training modules based on the 2020 Title IX requirements. During this time, TNG/ATIXA also made revisions to their 2020

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<sup>2</sup> TNG/ATIXA provided multiple trainers so that more than one training session could be held on the same day.



Title IX online modules. As such, implementation of the online training modules was slated for Fall 2025. The online training modules were placed on the Department's LearnSoft platform and made available to employees on August 15, 2025. Employees will have access to the online modules through June 30, 2026.

Additionally, as stated above, effective January 9, 2025, the Department was required to revert back to the use of the 2020 Title IX regulations. Therefore, the CRCB again worked with TNG/ATIXA to provide training on the 2020 Title IX regulations and requirements. On August 26, 2025 and August 28, 2025, two virtual half-day trainings were conducted for CRCB specialists who joined the Department during the SY 2024-2025.

TNG/ATIXA also provided 11 in-person training sessions on the 2020 Title IX requirements to school and complex level administrators. These trainings were held from October 30, 2025 through November 6, 2025. This training opportunity was also extended to the charter schools.

TNG/ATIXA also provided in-person training to the CRCB specialists on October 27, 28, and 29, 2025, and two additional virtual half-day trainings on December 10 and 11, 2025.

Furthermore, the CRCB understands the importance of getting different perspectives on Title IX. As such, the CRCB has worked with another national organization, T9 Mastered, to provide two in-person trainings to the CRCB specialists in February 2026. The specific dates are February 12 and 13, 2026.

### **Case Management System**

The CRCB is responsible for a variety of tasks and responsibilities, including investigating allegations of discrimination and harassment on the basis of a protected class. During the 2024-2025 SY, the CRCB utilized the Guardian Case Management System to keep track of cases, as well as other CRCB tasks and responsibilities. The CRCB continues to use this case management system for the 2025-2026 SY.