

Title IX

Title IX is a federal civil rights law passed as part of the Education Amendments of 1972. This law protects people from discrimination based on sex in education programs or activities that receive Federal financial assistance. Title IX states that: “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

Revised Title IX regulations went into effect August 20, 2020. Title IX regulations were revised again and were supposed to go into effect on August 1, 2024. However, a number of states, including Virginia, raised concerns about the 2024 regulations, and currently the U. S. Department of Education is enjoined from enforcing the 2024 [*Final Rule*](#) in these states.

The Trump administration issued a Title IX: Fact Sheet: Final Title IX regulations, available at <https://www.ed.gov/sites/ed/files/about/offices/list/ocr/docs/titleix-fact-sheet.pdf>. Now the 2020 Title IX regulations remain law. That means that schools and institutions should continue to ensure how they respond to and address sexual harassment complies with the 2020 regulations. Any changes to the 2020 Title IX regulations must go through the formal rulemaking process which historically takes years. Further information can be found on the U. S. Department of Education’s website entitled *Sex Discrimination: Overview of the Law* at <https://www.ed.gov/laws-and-policy/civil-rights-laws/title-ix-and-sex-discrimination/sex-discrimination-overview-of-law>.

Filing a Title IX Complaint:

Title IX complaints can be made orally or in writing by phone, mail, or email. Complaints should be given to the Title IX Coordinator:

Dr. Elizabeth Jamerson, Assistant Superintendent
804-492-4212
Cumberland County Public Schools, P.O. Box 170, Cumberland, VA 23040
ejamerson@cucps.k12.va.us

Training Materials:

The following training materials were used by Cumberland County Public Schools:

Title IX Technical Assistance documents for the 2020 regulations may be accessed using the following links:

- [Fact Sheet: Final Title IX Regulations](#)
- [S. Department of Education Title IX Final Rule Overview](#)
- [Summary of Major Provisions of the Title IX Final Rule and Comparison to the NPRM](#)
- [Online or Digital Sexual Harassment under the 2020 Title IX Regulations: A Resource for Students, Families, and Educators](#)

Information regarding the implementation of the 2024 Title IX Regulations, including a [fact sheet](#), a [brief overview](#) of key provisions of the final regulations, and a [resource](#) for drafting Title IX nondiscrimination policies, notices of nondiscrimination, and grievance procedures are on the U. S. Department of Education website.

Title IX Webinars:

- [The First Amendment and Title IX: An OCR Short Webinar](#)
- [OCR Short Webinar on How to Report Sexual Harassment under Title IX](#)
- [Conducting and Adjudicating Title IX Hearings: An OCR Training Webinar](#)
- [OCR Webinar on Due Process Protections under the New Title IX Regulations](#)
- [OCR Webinar on New Title IX Protections Against Sexual Assault](#)
- [OCR Webinar: Title IX Regulations Addressing Sexual Harassment](#)
- [ICS Title IX Coordinator Training](#)
- [ICS Title IX Regulations Decisionmaker Training](#)
- [ICS Title IX Investigator Training](#)
- [ICS Decisionmaker Appeals, Level 1 Training](#)
- Putting Title IX into Play work shop by Mandi Montgomery Smith, The Education Law Group, © 2020 The Education Law Group
- VSBA Title IX Workshops
 - Title IX: Best Practices in Training & Compliance (Oct. 9, 2025); training conducted by Haney and Phinyowattanachip law firm
 - Title IX: Best Practices in Training & Compliance (May 1, 2025); training conducted by Haney and Phinyowattanachip law firm
 - Title IX: Best Practices in Training and Compliance (Oct. 29, 2024); training conducted by Haney and Phinyowattanachip law firm

[OCR Short Webinar on Sexual Violence in Public Schools](#)

U. S. Department of Education Title IX Regulations:

- [Title IX Regulations: Pointers for Implementation](#), which supports schools by listing key components of the 2024 Title IX regulations so schools that are preparing to implement these amended Title IX regulations are ready when the final rule goes into effect on Aug. 1, 2024.
- [A Video on Drafting Nondiscrimination Policies, Notices of Nondiscrimination, & Grievance Procedures under the 2024 Title IX Regulations](#), to highlight information in a previously issued resource to help schools draft, adopt, and implement policies and procedures that are required under the 2024 Title IX regulations.

NOTE: An unofficial copy of the Rule, and the Department's commentary about the Rule, can be viewed [here](#); page references to the Rule or Preamble are to that version of the Rule and commentary found at that link. The official version of the Rule can be found [here](#).

The Office of Civil Rights (OCR) also provides technical assistance so that students know their rights and school leaders know their obligations. Requests for technical assistance can be sent

to OCR@ed.gov. For additional information on OCR's policy guidance, please visit the [Policy Portal](#).

Prohibition Against Harassment and Retaliation Policy

School Board policy GBA/JFHA—Prohibition Against Harassment and Retaliation can be found in the Cumberland County Public Schools policy manual located online at <http://cumberlandva.apptegy.us/o/cucps/page/school-board-members--38>

Statement of Non-Discrimination

The division does not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations.