



# MEETING OF THE BOARD OF DIRECTORS

JULY 24, 2024 | 8 AM  
MEETING ID: 611 336 0544  
LOCATION: ZOOM

**Board Members Present:** Kate Bayard, Lissa Brutus, Sheela Dattani, Robert Mansell, Jilian Mackenzie, Nathan Moser, David Singleton, Clint Walker

**Others Present:** Kiara Allison, Paul Archibald, Leigh Botwinik, Olivia Burgess, Doreese Bull, David Bryant, Kelly Davenport, Nate Durant, Dawn Eubanks, Brian Galetto, Linda Kilpatrick, Raquel Leach, Johnny Mills, Kathleen O'Connell, Tanza Pugliese, Paul Ramirez, Scott Solomon, Andrea Zepp, Nathan Yufer

**Meeting Start, 8:03 AM**

## I. Public Comment

A. No public comment.

## II. Resolutions

A. Review & Approve Amended Title IX Policy (*Att. 2*)\*

1. Leigh Botwinik reviews the Title IX Policy with the board.
2. Leigh shares key changes to the Title IX surrounding the following:
  - a) A broader scope of prohibited sex discrimination; the final ruling indicates sexual orientation, gender identity, and gender expression among the protected aspects of "sex".
  - b) A broader definition of sex-based harassment; Currently regulations prohibit sex-based discriminatory conduct only if it is "so severe, pervasive, and objectively offensive that it effectively denies a person equal access" to a school's educational programming or activities. Final ruling prohibits any "unwelcome sex-based conduct" that, in the totality of the circumstances, is subjectively and objectively offensive, and which is either so severe or so pervasive that it "limits or denies" participation in educational programming.
  - c) Conduct outside the U.S.; the final ruling indicates to sex-based discrimination, including hostile environment harassment, occurs outside the U.S.
  - d) "Actual Knowledge" Notion; As of August 1, if a school has knowledge of conduct that may reasonably constitute sex discrimination, it must respond "promptly and effectively."
  - e) "Peer Retaliation" Notion; Final ruling defines retaliation broadly, and encompasses not only complainants but any other person whose rights or privileges under Title IX are being threatened, interfered with, or otherwise curtailed.
  - f) #116 "Title IX Policy (Students and Employees); The unified Title IX policy that applies to both students and employees and includes all administrative procedures and Title IX protections for married, pregnant, and parenting students and employees.
    - (1) There is optional language providing amnesty where the School will generally not pursue disciplinary action against students for alcohol or drug offenses when information involving alcohol or drug use is revealed as part of a Title IX compliant or investigation.
3. Kelly Davenport shares in regard to amnesty issues such as under age drinking, individuals felt safe with reporting and using the Title IX policy.
4. Leigh shares the Freire Network Team will provide deeper understanding of the policy with heads of school at the next scheduled heads meeting to help them distribute the information to current and incoming staff.

5. David Singleton makes a motion to approve. Nathan Moser seconds.
6. Kate Bayard, Lissa Brutus, Sheela Dattani, Robert Mansell, Jilian Mackenzie, Nathan Moser, David Singleton, and Clint Walker vote in favor of the motion. There are no votes against and no abstentions.

**Meeting Adjourned, 8:36 AM**