



BUILDING A BIBLICAL BLUEPRINT

BIBLICAL FOUNDATIONS AND THE HISTORY OF TITLE IX

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SEXUAL HARASSMENT AND TITLE IX TRAINING CONFERENCE

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BUILDING A BIBLICAL BLUEPRINT

AGENDA:

- I. BIBLICAL FOUNDATIONS
- II. TITLE IX
- III. TITLE VII
- IV. THE CLERY ACT
- V. VAWA
- VI. BIBLICAL BLUEPRINT

Whatever you do, work heartily, as for the Lord and not for men.
- Colossians 3:23

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BIBLICAL FOUNDATIONS

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CHRISTIAN COMMUNITY

“A new commandment I give to you, that you love one another: just as I have loved you, you also are to love one another. By this all people will know that you are my disciples, if you have love for one another.”

- John 13:34-35

“Let love be genuine. Abhor what is evil; hold fast to what is good. Love one another with brotherly affection. Outdo one another in showing honor.”

- Romans 12:9-10

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SUPPORT

“Bear one another's burdens, and so fulfill the law of Christ . . . And let us not grow weary of doing good, for in due season we will reap, if we do not give up. So then, as we have opportunity, let us do good to everyone, and especially to those who are of the household of faith.”

- Galatians 6:2, 9-10

“Therefore encourage one another and build one another up, just as you are doing.”

- 1 Thessalonians 5:11

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EVIDENCE

“If you hear in one of your cities, which the Lord your God is giving you to dwell there, that certain worthless fellows have gone out among you and have drawn away the inhabitants of their city, saying, ‘Let us go and serve other gods,’ which you have not known, then you shall inquire and make search and ask diligently. And behold, if it be true and certain that such an abomination has been done among you . . .”

- Deuteronomy 13:12-15

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EVIDENCE

“He presented himself alive to them after his suffering by many proofs, appearing to them during forty days and speaking about the kingdom of God.”

- Acts 1:3

“[A]nd that he appeared to Cephas, then to the twelve. Then he appeared to more than five hundred brothers at one time, most of whom are still alive, though some have fallen asleep. Then he appeared to James, then to all the apostles.”

- 1 Corinthians 15:5-7

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WITNESS QUESTIONING

“The one who states his case first seems right, until the other comes and examines him.”

- Proverbs 18:17

“To answer before listening - that is folly and shame.”

- Proverbs 18:13

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IMPARTIALITY

“You shall do no injustice in court. You shall not be partial to the poor or defer to the great, but in righteousness shall you judge your neighbor.”

- Leviticus 19:15

“You shall not pervert justice. You shall not show partiality, and you shall not accept a bribe, for a bribe blinds the eyes of the wise and subverts the cause of the righteous.”

- Deuteronomy 16:19

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EQUITY

“but with righteousness he shall judge the poor and decide with equity for the meek of the earth.”

- Isaiah 11:4

“before the Lord, for he comes to judge the earth. He will judge the world with righteousness and the peoples with equity.”

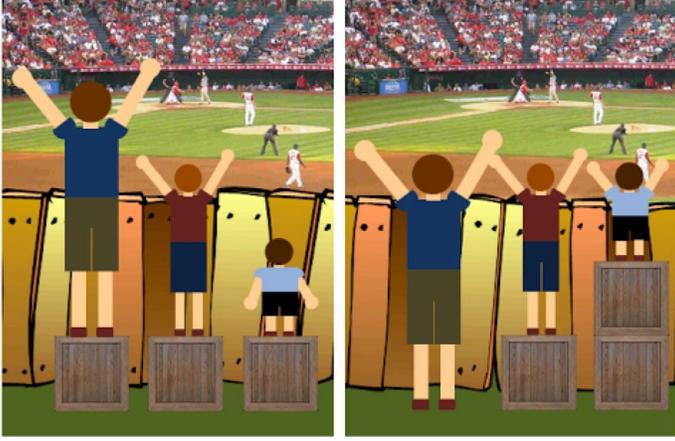
- Psalm 98:9

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 **EQUITY**

Equality **Equity**



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 **SANCTION**

“It is for discipline that you have to endure. God is treating you as sons. For what son is there whom his father does not discipline? If you are left without discipline, in which all have participated, then you are illegitimate children and not sons.”
- Hebrews 12:7-8

“Those whom I love, I reprove and discipline, so be zealous and repent.”
- Revelation 3:19

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RESTORATION

“Now if anyone has caused pain, he has caused it not to me, but in some measure—not to put it too severely—to all of you. For such a one, this punishment by the majority is enough, so you should rather turn to forgive and comfort him, or he may be overwhelmed by excessive sorrow.”

- 2 Corinthians 2:5-7

“For godly grief produces a repentance that leads to salvation without regret, whereas worldly grief produces death.”

- 2 Corinthians 7:10

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HUMAN SEXUALITY

“So God created man in his own image, in the image of God he created him; male and female he created them.”

- Genesis 1:27

“Therefore a man shall leave his father and his mother and hold fast to his wife, and they shall become one flesh.”

- Genesis 2:24

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SHARPEN YOUR FOCUS

<p>Compliance Lens:</p> <ul style="list-style-type: none">▪ Missed Opportunity for Discipleship▪ Inconsistent Messaging on Human Sexuality▪ Legalistic and Transactional Approach▪ Weak Restorative Practices▪ Barriers to Reporting	VS.	<p>Biblical Lens:</p> <ul style="list-style-type: none">▪ Restorative View of Justice▪ Care and Compassion for Vulnerable▪ Culture of Support and Responsibility▪ Alignment to Biblical Truth on Human Sexuality and Identity
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HISTORY AND STATUS OF TITLE IX

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37 WORDS - TITLE IX

“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*.”

**20 U.S.C. § 1681 *et seq.*
Title IX of the Education Amendments of 1972**

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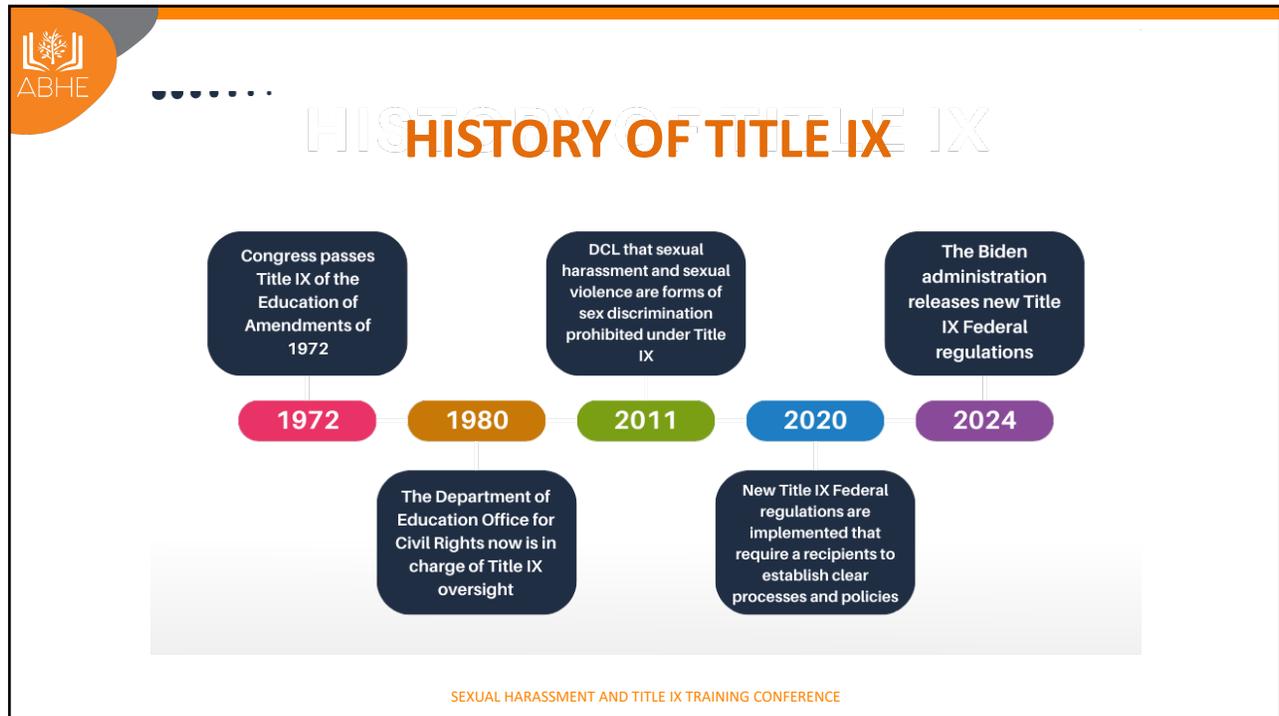


A CIVIL RIGHTS LAW

- The leading proponents were Bernice “Bunny” Sandler, Attorney Pauli Murray, and Representatives Edith Green and Patsy Takemoto Mink.
- The term sports nor athletics is mentioned.
- Signed into law by President Richard Nixon.
- Was preceded by the Equal Pay Act of 1963, the Civil Rights Act of 1964, and the Voting Rights Act of 1965.
- Title IX was passed as a prohibition against sex discrimination. Sexual harassment was not included in the original definition nor interpretation.

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STATUS OF TITLE IX

- On April 19, 2024, the Department of Education released "revised" Title IX Regulations.
- Re-defined "sex" to include sex stereotypes, sex characteristics, pregnancy and related conditions, sexual orientation and gender identity/expression.
- Revised Title IX Regulations did not address the issue of sex-separated sports.
- US Supreme upheld the injunctions which enjoined the entirety of the 2024 revised Regulations.

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INJUNCTIONS

No Action
 Amicus Brief
 Complete Injunction
 Do Not Implement (DNI) Directive

 Current or Pending Litigation
 Litigation & DNI
 Injunction and DNI

STATES:

- ALABAMA
- ARKANSAS
- FLORIDA
- GEORGIA
- IOWA
- IDAHO
- INDIANA
- KENTUCKY
- LOUISIANA
- MISSOURI
- MONTANA
- NEBRASKA
- NORTH DAKOTA
- OHIO
- OKLAHOMA
- SOUTH DAKOTA
- SOUTH CAROLINA
- TENNESSEE
- TEXAS
- VIRGINIA
- WEST VIRGINIA

INDIVIDUAL SCHOOLS:

- YOUNG AMERICA'S FOUNDATION
- FEMALE ATHLETES UNITED

<https://www.atixa.org/2024regs/>

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TITLE VII

“It shall be an unlawful employment practice for an employer to fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individual's race, color, religion, sex, or national origin”

42 U.S.C. § 2000e et seq.
 Title VII of the Civil Rights Act of 1964

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TITLE VII

- Prohibits discrimination based on a protected class (race, color, religion, sex, or national origin)
- Prohibits retaliation for making or participating in a report - same as Title IX.
- Prohibits policies or procedures that have a disparate *impact* or disparate *treatment*.
- Defense: substantial legitimate justification.
- Sexual harassment (quid-pro-quo or hostile work environment) is prohibited under Title VII. Same as 2024 Title Regulations.
- *Bostock v Clayton County*, 590 U.S. 644 (2020).
- Religious exemption and Ministerial exception.

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THE CLEARY ACT



- In 1986, 19-year-old Jeanne Clery was raped and murdered in her campus residence at Lehigh University.
- 1990 - The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act - 20 U.S.C. § 1092(f).
- The act was meant to address unreported crimes on college campuses.
- Annual Security Report due by Oct. 1 - last 3 years worth of crime statistics.
- Daily Crime Logs - Clery Map
- Timely Warnings (serious or ongoing threat) and Emergency Notifications (immediate threat).

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REPORTABLE CRIMES

- **Murder/Manslaughter**
- **Sexual assault (rape, fondling, incest, statutory rape)**
- **Domestic Violence, Dating violence, and Stalking**
- **Robbery**
- **Aggravated Assault**
- **Burglary**
- **Motor Vehicle Theft**
- **Arson**
- **Hate Crimes (including theft, simple assault, intimidation, and damage to property, and listed criminal offenses)**
- **Drug, Weapons, and Liquor violations**

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VIOLENCE AGAINST WOMEN ACT (VAWA)

- **VAWA (34 U.S.C. 12471 *et seq.*) was signed into law by President Bill Clinton in 1994.**
- **Established the Office of Violence Against Women within the US Department of Justice.**
- **VAWA Crimes: Domestic Violence, Dating Violence, Sexual Assault and Stalking**
- **In 2000, the US Supreme Court struck down the private right of suit provision in VAWA that allowed women to sue their accused in federal court.**
- **VAWA was reauthorized in 2000, 2005, 2013, 2019, and 2022.**
- **In 2024, the US Supreme Court upheld the domestic violence restraining order that restricts firearm possession for people convicted of domestic violence.**

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BIBLICAL BLUEPRINT

5 Steps to Building a Christ-Centered Framework

Step 1: Develop Clear Policies and Procedures. Write policies and procedures that reflect a commitment to equity and fairness, while also aligning with the biblical values of respect, responsibility, and care for others.

Step 2: Train, Equip and Educate. Provide comprehensive training and educational opportunities for faculty, staff, and students on compliance with Title IX, while emphasizing the biblical call for holiness, self-control, and accountability.

Step 3: Foster a Culture of Respect and Virtue. Create a Title IX Office where faculty, staff, and students feel respected, valued, and heard, while addressing sex discrimination and sex-based harassment with biblical justice, impartiality, and redemption.

Step 4: Provide Restorative Practices. For students who are confused about human sexuality, offer counseling services that respect their dignity and encourage biblically based healing, relationships, and identity.

Step 5: Adhere to Both Legal and Religious Principles. Assert your institution's religious exemption under Title IX to ensure your policies and procedures are consistent with both biblical convictions and legal requirements.

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QUESTIONS?

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