

## Appendix

**Table A1.:** Title IX Details (References <sup>57</sup>)

<b>Title IX Details</b>
<p><b>Training and Education Opportunities:</b></p> <ol style="list-style-type: none"><li>1. Mandate annual training for all involved including school administration, counselors, coaches, trainers, students, etc.:<ul style="list-style-type: none"><li>- Title IX obligations</li><li>- How to identify bullying/hazing</li><li>- Proper reporting procedures</li><li>- Repercussions for failure to report incidents</li></ul></li><li>2. Repercussions for failing to report prohibited behavior</li><li>3. Expand educational efforts on bullying/hazing for students</li><li>4. Provide bystander training for students and establish peer-based leadership programs.</li><li>5. Train counselors on available victim services</li></ol>
<p><b>Title IX obligations:</b></p> <ol style="list-style-type: none"><li>6. Clarify the roles of administrators and designate a Title IX coordinator.</li><li>7. Title IX coordinator available to implement policies including:<ul style="list-style-type: none"><li>- Appoint Deputy Title IX coordinators</li><li>- Provide training opportunities for Title IX coordinator and deputy and provide them the ability to implement responses to complaints</li></ul></li><li>8. Reporting system:<ul style="list-style-type: none"><li>- Train school officials on adequate, simple, reliable, and impartial investigation of complaints.</li><li>- Ensure accountability of system when employees fail to report issues</li><li>- All parties involved in the complaint must have equal opportunity to present relevant witnesses and/or evidence</li><li>- Notifying involved parties concurrently of the outcomes of the complaint and appeal to the extent legally allowed</li><li>- Notify the complainant of their right to file criminal complaint</li><li>- Disciplinary matters prompt and well documented to maintain reporting system accountability</li><li>- Periodic assessments of the effectiveness of these measures and report outcomes to local governing bodies</li></ul></li><li>9. Review disciplinary procedures to ensure they are consistent with law and guidance.<ul style="list-style-type: none"><li>- Conduct review of disciplinary matters implicating Title IX, create a log of those instances, and engage in remedial efforts if needed</li></ul></li><li>10. Establish a complainant's bill of rights to include a time frame and periodic updates for all procedures including 1) an investigation, 2) a response regarding the investigation, and 3) parties may file an appeal.</li></ol>

**Table A2.** Pillars to facilitate the successful prevention of sexual hazing

H – Holistic: Education to every member of the sporting environment (players, coaches, parents, fans, bystanders, volunteers etc.)

A – Advocacy: Speaking up for and within the sporting community to officials (school, government, parent council, NCAA etc.)

Z – Zero tolerance: Culture change to include policy stating improper behaviors and speech in sporting community result in severe penalization to expulsion.

I – Impartial: Impartial reporting system to monitor and access over time.

N – Next Text: Awareness of and elimination of “sexting” and improper photo sharing via technology.

G – Group Experience: Limiting or eliminating unsupervised opportunities. Create true team building exercises.