



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 9, 2025

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

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

Re: Hawai'i State Department of Education Annual Report on Title IX Complaints

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

For your information and consideration, a copy of the annual report, Title IX Complaints, is being transmitted pursuant to Act 242, Session Laws of Hawai'i 2022. In accordance with Section 93-16, Hawai'i Revised Statutes, the report may 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.

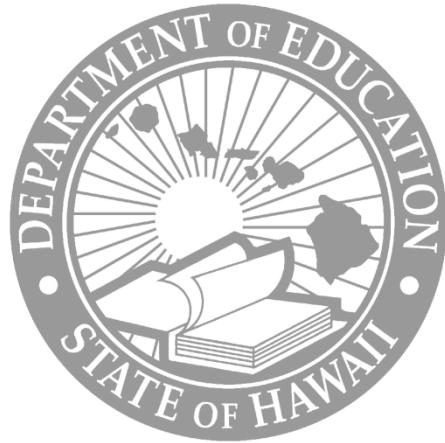
Sincerely,

A handwritten signature in black ink.

Tammi Oyadomari-Chun  
Deputy Superintendent of Strategy and Administration

TOC:bs  
Attachment

c: Legislative Reference Bureau  
Hawai'i State Public Library System  
University of Hawai'i  
Office of the Deputy Superintendent of Strategy and Administration  
Office of Talent Management



State of Hawai‘i  
Department of Education

# **Annual Report on Title IX Complaints**

December 2025

Act 242, Session Laws of Hawai‘i 2022, requires the Hawai‘i State Department of Education to annually report on the number and types of Title IX complaints.

## **TITLE IX COMPLAINTS ANNUAL LEGISLATIVE REPORT**

The Hawai'i State Department of Education (Department) is committed to Title IX of the Educational Amendments of 1972 (Title IX) and the tenets that it upholds. Currently, the Department adheres to the 2020 Title IX regulations, as indicated in the Department's Interim Grievance Procedures for Sexual Harassment (Interim Procedures). The Interim Procedures delineate a specific grievance process that reflects federal requirements to address reports and complaints of sexual harassment.

The 2020 revisions "raised the bar" as to what types of conduct would constitute "sexual harassment" under Title IX. As indicated in Act 242 (2022), the Department agrees with the Hawai'i State Legislature that "ensuring the prohibition of discrimination on the basis of sex, including gender identity or expression, or sexual orientation, is a matter of statewide concern."<sup>1</sup> To this end, the Department continues to address reports of sexual harassment that do not meet the definitions and requirements of Title IX through other applicable Department policies and procedures.

Briefly, it should be noted that in April 2024, new federal Title IX regulations were promulgated to become effective on August 1, 2024. Therefore, starting August 1, 2024, the Civil Rights Compliance Branch (CRCB) utilized the 2024 Title IX requirements to determine whether reports of sex-based allegations would be addressed via the 2024 Title IX procedures or through other applicable procedures. Subsequently, on January 9, 2025, a federal district court concluded that the 2024 Title IX revisions, in their 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 received federal funding to revert back to the 2020 Title IX regulations. Therefore, the data in this report includes Title IX complaints that met both the 2024 Title IX requirements and the 2020 Title IX requirements.

This report provides data for School Year (SY) 2024-2025, on both Title IX and non-Title IX complaints of sexual harassment. The data is further disaggregated by complex area and type. The information reflected in this report is based on the data requirements contained in Act 242.

Specifically, Act 242 requires the Department to include in its report to the legislature the following:

- A. *The total number of complaints alleging a violation of this chapter or Title IX that were received by the Department, and the number of complaints received in each of the following categories:***
  - i. *The number of complaints received at each department of education complex area as applicable; and***
  - ii. *The types of complaints, including but not limited to sexual harassment, gender-based harassment, sexual assault, domestic violence, or stalking.***

The total number of non-Title IX sex-based complaints and Title IX complaints received during SY 2024-2025 was 417.<sup>2</sup> This total includes both the 2024 and 2020 Title IX cases.

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<sup>1</sup> See Act 242 (2022).

<sup>2</sup> As will be discussed in the non-Title IX sex-based complaint employee respondent section, there were a total of 62 employee respondent sex-based cases. However, for one of these cases, neither Board of Education Policy (BOE) #305-10 nor BOE Policy #900-1 was utilized, as there was no clear "complainant"/"victim". Therefore, it was not included in the totals for those board policy tables.

## **Non-Title IX Sex-Based Complaints**

### **1. Student Respondent Data**

Sex-based complaints that do not fall under the Title IX process, and involve a student as the alleged respondent, are addressed by school administrators through applicable rules and policies. The process used to address such reports is Hawai'i Administrative Rule Chapter 19 *Student Misconduct, Discipline, School Searches and Seizures, Reporting Offenses, Police Interviews and Arrests, and Restitution for Vandalism* (Chapter 19). Chapter 19 governs student misconduct and discipline. Chapter 19 includes a process for student misconduct based on a protected class, including, but not limited to bullying and cyberbullying, discrimination, and harassment, as well as definitions for what is prohibited protected class conduct.

Student misconduct incidents are input into the Department's student information system, which is referred to as Infinite Campus. Administrators input information regarding the type of misconduct, a summary of alleged conduct, the individuals involved, and disciplinary actions taken. For incidents that are considered discrimination, harassment, bullying, and/or retaliation, Chapter 19 requires that a written notice and summary of the incident be sent to the complainant(s) and respondent(s).

The Department has a total of 258 schools, not including charter schools. Total enrollment for SY 2024-2025, grade Pre-K to grade 12 was 153,982 students. For SY 2024-2025, there was a total of 312 non-Title IX sex-related cases concerning student respondents.

Table 1 presents the data for the non-Title IX sex-related cases.

**Table 1: Student Respondent – Cases Inputted**

Complex Area	Sex Harassment	Gender-Based Harassment	Sexual Exploitation	Sex Assault	Stalking	Total Cases
'Aiea-Moanalua-Radford	14	0	2	3	0	19
Baldwin-Kekaulike-Kūlanihāko'i-Maui	40	1	1	3	0	45
Campbell-Kapolei	34	0	0	2	0	36
Castle-Kahuku	13	0	0	0	0	13
Farrington-Kaiser-Kalani	15	0	1	1	1	18
Hāna-Lahaina-Lāna'i-Molokai	2	0	0	0	0	2
Hilo-Waiākea	9	0	0	2	0	11
Honoka'a-Kealakehe-Kohala-Konawaena	32	0	1	0	0	33

Complex Area	Sex Harassment	Gender-Based Harassment	Sexual Exploitation	Sex Assault	Stalking	Total Cases

Kailua-Kalāeo	16	0	0	1	0	17
Kaimuki-McKinley-Roosevelt	8	0	1	1	0	10
Kapa'a-Kaua'i-Waimea	7	0	0	2	0	9
Ka'ū-Kea'au-Pāhoa	31	1	0	2	0	34
Leilehua-Mililani-Waialua	29	0	0	2	1	32
Nānākuli-Wai'anae	10	0	0	2	0	12
Pearl City-Waipahu	21	0	0	0	0	21
<b>Overall Totals</b>	<b>281</b>	<b>2</b>	<b>6</b>	<b>21</b>	<b>2</b>	<b>312</b>

## 2. Employee Respondent Data

The Department's Civil Rights Compliance Branch (CRCB) is responsible for ensuring the Department's overall compliance with federal and state civil rights laws, as well as internal policies and procedures that focus on protected class conduct. As such, one of the CRCB's responsibilities is to address reports and complaints of discrimination, harassment, bullying, and retaliation on the basis of a protected class, where an employee is the alleged respondent. Protected class conduct includes conduct on the basis of an individual's sex, gender identity, gender expression, and sexual orientation.

The Department has two board policies that address such conduct: (1) Board of Education Policy #305-10 (BOE Policy #305-10); and (2) Board of Education Policy #900-1 (BOE Policy #900-1). BOE Policy #305-10 is the Department's anti-harassment, anti-bullying, anti-discrimination against student(s) by employees policy. BOE Policy #900-1 is the Department's applicant and employee non-discrimination policy.

As will be explained below, sex-based complaints must meet specific criteria for the Title IX grievance process to apply. Where the Title IX criteria are not met, sex-based complaints are addressed via BOE Policy #305-10 or BOE Policy #900-1, for situations where the alleged respondent was an employee. During the SY 2024-2025, the CRCB received 62 complaints regarding employee respondents. Of these 62 complaints, 45 concerned BOE Policy #305-10, and 16 concerned BOE Policy #900-1. It should be noted that there was one sex-based complaint concerning an employee respondent, where neither BOE Policy #305-10 nor BOE Policy #900-1 was implicated. However, as this concerned a sex-based complaint, this complaint is included in the overall total of 62<sup>3</sup>. Furthermore, there was an additional BOE Policy #900-1 complaint that was reported at the district level, resulting in an overall total of 17 BOE Policy #900-1 complaints. As this report focuses on data aggregated by complex areas, information relating to this case was excluded from the tables indicated in the body of this report and is not included in the overall total.

Regarding the "gender-based harassment" category, this category includes being treated differently because of your gender (e.g., a female employee reports that she was treated

<sup>3</sup> This case complaint concerned a situation where an outside law enforcement agency informed the Department that an employee was suspected of being in possession of explicit material concerning minors on their home devices. An analysis of the employee's Department issued device(s) found adult explicit content, resulting in an investigation. This complaint is being addressed through other applicable policies and procedures.

differently from her male counterparts because she is a female), as well as conduct on the basis of gender identity and gender expression.

Of the 45 BOE Policy #305-10 complaints, 43 complaints concerned sex harassment. The remaining two cases concerned sexual orientation. No BOE Policy #305-10 cases concerned gender-based harassment, sexual assault, or stalking. Of the 16 BOE Policy #900-1 complaints, 15 complaints concerned sex harassment. The remaining complaint concerned gender-based harassment. It should be noted that the gender-based harassment complaint did not involve conduct on the basis of gender identity and/or gender expression. Instead, the complainant reported that she was treated differently from her male colleagues because she was a female. None of the BOE Policy #900-1 complaints concerned sexual orientation, sexual assault, or stalking.

Table 2 presents the data for BOE Policy #305-10 complaints.

**Table 2: BOE Policy #305-10 – Student Complainant v. Employee Respondent (Totals & Case Types)<sup>4</sup>**

Complex Area	Sex Harassment	Sex Orientation	Gender-Based Harassment	Sexual Assault	Stalking	Total Cases
‘Aiea-Moanalua-Radford	2	0	0	0	0	2
Baldwin-Kekaulike-Kūlanihāko‘i-Maui	2	0	0	0	0	2
Campbell-Kapolei	3	0	0	0	0	3
Castle-Kahuku	4	1	0	0	0	5
Farrington-Kaiser-Kalani	7	0	0	0	0	7
Hāna-LahainaLuna-Lāna‘i-Molokai	1	0	0	0	0	1
Hilo-Waiākea	0	0	0	0	0	0
Honoka‘a-Kealakehe-Kohala-Konawaena	7	0	0	0	0	7
Kailua-Kalāheo	3	0	0	0	0	3
Kaimukī-McKinley-Roosevelt	5	1	0	0	0	6

Complex Area	Sex Harassment	Sex Orientation	Gender-Based Harassment	Sexual Assault	Stalking	Total Cases
Kapa‘a-Kaua‘i-Waimea	2	0	0	0	0	2

<sup>4</sup> Table 3 does not include the complaint where neither BOE Policy #305-10 and BOE Policy #900-1 is indicated. This results in the overall total for BOE Policy #305-10 (45 complaints) and BOE Policy #900-1 (16 complaints) equal to 61 (and not the overall total of 62 sex-based complaints).

Ka'ū-Kea'au-Pāhoa	0	0	0	0	0	0
Leilehua-Mililani-Waialua	4	0	0	0	0	4
Nānākuli-Wai'anae	2	0	0	0	0	2
Pearl City-Waipahu	1	0	0	0	0	1
<b>Overall Totals</b>	<b>43</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>45</b>

Table 3 presents the data for BOE Policy #900-1 complaints.

**Table 3: BOE Policy #900-1 – Employee Complainant v. Employee Respondent (Totals & Case Types)<sup>5</sup>**

Complex Area	Sex Harassment	Sex Orientation	Gender-Based Harassment	Sexual Assault	Stalking	Total Cases
'Aiea-Moanalua-Radford	0	0	0	0	0	0
Baldwin-Kekaulike-Kūlanihāko'i-Maui	4	0	0	0	0	4
Campbell-Kapolei	0	0	1 <sup>6</sup>	0	0	1
Castle-Kahuku	2	0	0	0	0	2
Farrington-Kaiser-Kalani	1	0	0	0	0	1
Hāna-LahainaLuna-Lāna'i-Molokai	1	0	0	0	0	1
Hilo-Waiākea	2	0	0	0	0	2
Honoka'a-Kealakehe-Kohala-Konawaena	1	0	0	0	0	1
Kailua-Kalāheo	0	0	0	0	0	0

Complex Area	Sex Harassment	Sex Orientation	Gender-Based Harassment	Sexual Assault	Stalking	Total Cases
Kaimukī-McKinley-Roosevelt	0	0	0	0	0	0
Kapa'a-Kaua'i-Waimea	0	0	0	0	0	0

<sup>5</sup> Table 3 does not include the complaint where neither BOE Policy #305-10 and BOE Policy #900-1 is indicated. This results in the overall total for BOE Policy #305-10 (45 complaints) and BOE Policy #900-1 (16 complaints) equal to 61 (and not the overall total of 62 sex-based complaints).

<sup>6</sup> This complaint does not concern gender identity or gender expression – it was a report that a female employee was treated differently from her male colleagues.

Ka'ū-Kea'au-Pāhoa	0	0	0	0	0	0
Leilehua-Mililani-Waialua	4	0	0	0	0	4
Nānākuli-Wai'anae	0	0	0	0	0	0
Pearl City-Waipahu	0	0	0	0	0	0
<b>Overall Totals</b>	<b>15</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>16</b>

### **Title IX Sex-Based Complaints**

As explained above, effective August 1, 2024, the CRCB utilized the 2024 Title IX revisions to assess allegations of sex-based conduct and determine whether to use the 2024 Title IX grievance procedures or other applicable procedures. It should be noted that at the same time, multiple ongoing lawsuits resulted in injunctions that halted implementation of the 2024 Title IX requirements in certain states. Although Hawai'i did not file a lawsuit, nor join in such a lawsuit, a lawsuit that was filed by the states of Kansas, Alaska, Utah, and Idaho, as well as three plaintiff organizations, affected Hawai'i. In this case, the court found in favor of the plaintiff states, as well as the plaintiff organizations, and issued a preliminary injunction that blocked implementation of the 2024 Title IX requirements in those four states, as well as the schools that members of the plaintiff organizations or children of the members of the plaintiff organizations attended. Although no Hawai'i schools were indicated on the initial list that was sent to the court, subsequent supplemental lists identified 15 Department schools statewide, where the Department was required to utilize the 2020 Title IX procedures for sex-based complaints arising from those schools. Therefore, between August 1, 2024, and January 8, 2025, both the 2024 Title IX procedures and the 2020 Title IX procedures were utilized to address complaints of sex-based allegations.

As indicated in the introduction, on January 9, 2025, a federal district court held that the 2024 Title IX requirements were unlawful and invalid in their entirety, resulting in the Department reverting to the 2020 Title IX requirements and procedures. Accordingly, the CRCB assessed 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.
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 relevant policies and procedures.

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

The definition of sex harassment under the 2020 Title IX requirements is a three-part definition, where “sexual harassment” means conduct on the basis of sex that satisfies one or more of the following: (a) an employee of the Department conditioning the provision of an aid, benefit, or service of the Department on an individual’s participation in unwelcome sexual conduct; (b) Unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive, that it effectively denies a person equal access to the Department’s education program or activity; or (c) “sexual assault,” “dating violence,” “domestic violence,” or “stalking.”<sup>7</sup>

The definition of sex-based harassment under the 2024 Title IX requirements was also a three-part definition. Under the 2024 Title IX requirements, “sex-based harassment” was considered a form of sex discrimination and meant sexual harassment and other harassment on the basis of sex including:

- Quid pro quo harassment: an employee, agent, or other person authorized by the recipient to provide an aid, benefit, or service under the recipient’s education program or activity explicitly or impliedly conditioning the provision of such an aid, benefit, or service on a person’s participation in unwelcome sexual conduct;
- Hostile environment harassment: unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person’s ability to participate in or benefit from the recipient’s education program or activity (i.e., creates a hostile environment)<sup>8</sup>; or
- Specific offenses: sexual assault; dating violence, domestic violence, and stalking.

During the SY 2024-2025, the CRCB determined that a total of 53 reports of sex-based complaints either initially met the criteria for the Title IX grievance process under the 2024 Title IX requirements and/or the 2020 Title IX requirements. During the timeframe August 1, 2024, to January 8, 2025, 37 sex-based complaints were determined to meet the criteria for either the 2024 Title IX procedures or the 2020 Title IX procedures. Of these 37 complaints, 27 met the 2024 Title IX criteria, and 10 met the 2020 Title IX criteria. From January 9, 2025, to June 30, 2025, 16 complaints met the 2020 Title IX criteria.

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<sup>7</sup>See the Department’s Interim Guidance Procedures for Sexual Harassment. See also 34 CFR §106.30(a). NOTE: part (1) of the definition is often referred to as “quid pro quo” situations.

<sup>8</sup> Under the 2024 Title IX regulations, whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the following: the degree to which the conduct affected the complainant’s ability to access the recipient’s education program or activity; the type, frequency, and duration of the conduct; the parties’ ages, roles within the recipient’s education program or activity, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct; the location of the conduct and the context in which the conduct occurred; and other sex-based harassment in the recipient’s education program or activity

Table 4 presents the Title IX complaints received pre- and post-January 2025, according to whether the case met the 2024 Title IX criteria or the 2020 Title IX criteria.

**Table 4: Title IX Complaint Data – Pre and Post January 9, 2025**

Complex Area	August 1, 2025 to January 8, 2025		January 9, 2025 to June 30, 2025	Total Cases
	2024 Title IX	2020 Title IX	2020 Title IX	
'Aiea-Moanalua-Radford	2	4	0	6
Baldwin-Kekaulike-Kūlanihāko'i-Maui	4	1	2	7
Campbell-Kapolei	0	1	3	4
Castle-Kahuku	2	1	2	5
Farrington-Kaiser-Kalani	0	0	1	1
Hāna-Lahainaluna-Lāna'i-Molokai	0	0	0	0
Hilo-Waiākea	0	0	0	0
Honoka'a-Kealakehe-Kohala-Konawaena	4	0	2	6
Kailua-Kalāheo	8	0	0	8
Kaimuki-McKinley-Roosevelt	2	1	1	4
Kapa'a-Kaua'i-Waimea	0	0	1	1
Ka'ū-Kea'au-Pāhoa	1	1	3	5
Leilehua-Mililani-Waialua	1	0	0	1
Nānākuli-Wai'anae	1	0	1	2
Pearl City-Waipahu	2	1	0	3
<b>Overall Totals</b>	<b>27</b>	<b>10</b>	<b>16</b>	<b>53</b>

As previously indicated, during SY 2024-2025, 27 complaints were determined to meet the 2024 Title IX criteria. Regarding 2024 Title IX specific case types, the majority of the allegations concerned sex assault (15), followed by hostile environment<sup>9</sup> (11). There was one allegation of dating violence. Two of the hostile environment cases concerned conduct based on both gender identity and sexual orientation. One of the hostile environment cases concerned sexual orientation only. There were no complaints of “quid pro quo,” domestic violence, or stalking that met the 2024 Title IX criteria.

Table 5 presents the data for the 2024 Title IX complaints.

**Table 5: 2024 Title IX (Totals & Case Types)<sup>10</sup>**

Complex Area	Type: Sex Harassment: Quid Pro Quo	Type: Sex Harassment (Severe or Pervasive) Includes Gender-Based Harassment	Type: Sex Assault	Type: Dating Violence	Type: Stalking	Type: Domestic Violence	Total
'Aiea-Moanalua-Radford	0	1	1	0	0	0	2

Complex Area	Type:	Total						

<sup>9</sup> Sex-based conduct that is severe or pervasive.

<sup>10</sup> Instances of gender-based harassment that met the Title IX criteria would have been categorized under part (2) of the Title IX definition of sexual harassment (where the conduct is severe or pervasive). For SY 2024-2025, there were two instances of conduct based on both gender identity and sexual orientation.

	Sex Harassment: Quid Pro Quo	Sex Harassment (Severe or Pervasive) Includes Gender-Based Harassment	Sex Assault	Dating Violence	Stalking	Domestic Violence	
Baldwin-Kekaulike-Kūlanihākoʻi-Maui	0	4 <sup>11</sup>	0	0	0	0	4
Campbell-Kapolei	0	0	0	0	0	0	0
Castle-Kahuku	0	2 <sup>12</sup>	0	0	0	0	2
Farrington-Kaiser-Kalani	0	0	0	0	0	0	0
Hāna-LahainaLuna-Lānaʻi-Molokai	0	0	0	0	0	0	0
Hilo-Waiākea	0	0	0	0	0	0	0
Honokaʻa-Kealakehe-Kohala-Konawaena	0	0	4	0	0	0	4
Kailua-Kalāheo	0	1	7	0	0	0	8
Kaimukī-McKinley-Roosevelt	0	1	1	0	0	0	2
Kapaʻa-Kauaʻi-Waimea	0	0	0	0	0	0	0
Kaʻū-Keaʻau-Pāhoa	0	0	1	0	0	0	1
Leilehua-Mililani-Waialua	0	1	0	0	0	0	1
Nānākuli-Waiʻanae	0	0	0	1	0	0	1
Pearl City-Waipahu	0	1	1	0	0	0	2
<b>Overall Totals</b>	<b>0</b>	<b>11</b>	<b>15</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>27</b>

As previously indicated, during SY 2024-2025, 26 complaints met the 2020 Title IX criteria. Regarding 2020 Title IX specific case types, the majority of the allegations concerned allegations of sex assault (20). Sexual harassment conduct that was considered severe, pervasive, and objectively offensive consisted of five complaints. There were two instances of stalking allegations. There were no 2020 Title IX complaints that concerned gender-based harassment. There were also no complaints of “quid pro quo,” dating violence, or domestic violence that met the 2020 Title IX criteria. It should be noted that one of the 2020 Title IX cases consisted of allegations concerning both sex assault and stalking.

Table 6 presents the case types for Title IX cases that started as a 2020 Title IX complaint.

**Table 6: 2020 Title IX (Totals and Case Types)<sup>13 14</sup>**

<sup>11</sup> One of these cases concerned sexual orientation.

<sup>12</sup> Both of these cases concerned conduct on the basis of gender identity and sexual orientation.

<sup>13</sup> Instances of gender-based harassment that met the Title IX criteria would have been categorized under part (2) of the Title IX definition of sexual harassment (where the conduct is severe, pervasive and objectively offensive). For SY 2024-2025, there were no instances of gender-based harassment that met the 2020 Title IX criteria.

<sup>14</sup> One case that started as a 2020 Title IX case met more than one part of the 2020 Title IX definition of sexual harassment. Although there were 26 cases that started as a 2020 Title IX case, overall total for case types will be 27 (e.g., the same case counted for both sexual assault and stalking categories).

Complex Area	Type: Sex Harassment: Quid Pro Quo	Type: Sex Harassment (Severe, Pervasive, & Objectively Offensive) Includes Gender-Based Harassment	Type: Sex Assault	Type: Dating Violence	Type: Stalking	Type: Domestic Violence	Total*
'Aiea-Moanalua-Radford	0	3	1	0	0	0	4
Baldwin-Kekaulike-Kūlanihāko'i-Maui	0	0	3	0	0	0	3
Campbell-Kapolei	0	0	4	0	0	0	4
Castle-Kahuku	0	0	2	0	1	0	3
Farrington-Kaiser-Kalani	0	0	1	0	0	0	1
Hāna-LahainaLuna-Lāna'i-Molokai	0	0	0	0	0	0	0
Hilo-Waiākea	0	0	0	0	0	0	0
Honoka'a-Kealakehe-Kohala-Konawaena	0	1	1	0	0	0	2
Kailua-Kalāheo	0	0	0	0	0	0	0
Kaimukī-McKinley-Roosevelt	0	0	2	0	0	0	2
Kapa'a-Kaua'i-Waimea	0	1	0	0	0	0	1
Ka'ū-Kea'au-Pāhoa	0	0	4	0	0	0	4
Leilehua-Mililani-Waialua	0	0	0	0	0	0	0
Nānākuli-Wai'anae	0	0	1	0	0	0	1
Pearl City-Waipahu	0	0	1	0	1	0	2
<b>Overall Totals</b>	<b>0</b>	<b>5</b>	<b>20</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>27</b>

\*NOTE: Cases may have met more than one part of the Title IX definition of sexual harassment.

In terms of the case types for all the Title IX cases (2024 and 2020 combined complaints), the majority of the Title IX complaints concerned allegations of sex assault (35). There were 11 Title IX complaints regarding sex-based conduct that were severe or pervasive<sup>15</sup>. Five Title IX complaints of conduct that were severe, pervasive, and objectively offensive, two instances of stalking, and one instance of dating violence. There were no complaints of "quid pro quo" or domestic violence allegations. Also, as previously indicated, there were two cases that concerned conduct on the basis of gender identity and sexual orientation, and one case that concerned only sexual orientation.

Table 7 provides an overall summary of case types for all the Title IX complaints.

<sup>15</sup> 2024 Title IX hostile environment definition.

Table 7: 2024 and 2020 Title IX (Totals and Case Types)<sup>16 17</sup>

Complex Area	Type: Sex Harassment Quid Pro Quo	Type: Sex Harassment (Severe or Pervasive) Includes Gender-Based Harassment 2024	Type: Sex Harassment (Severe, Pervasive, & Objectively Offensive) Includes Gender-Based Harassment 2020	Type: Sex Assault	Type: Dating Violence	Type: Stalking	Type: Domestic Violence	Total*
'Aiea-Moanalua-Radford	0	1	3	2	0	0	0	6
Baldwin-Kekaulike-Kūlanihāko'i-Maui	0	4 <sup>18</sup>	0	3	0	0	0	7
Campbell-Kapolei	0	0	0	4	0	0	0	4
Castle-Kahuku	0	2 <sup>19</sup>	0	2	0	1	0	5
Farrington-Kaiser-Kalani	0	0	0	1	0	0	0	1
Hāna-LahainaLuna-Lāna'i-Molokai	0	0	0	0	0	0	0	0
Hilo-Waiākea	0	0	0	0	0	0	0	0
Honoka'a-Kealakehe-Kohala-Konawaena	0	0	1	5	0	0	0	6
Kailua-Kalāheo	0	1	0	7	0	0	0	8
Kaimukī-McKinley-Roosevelt	0	1	0	3	0	0	0	4
Kapa'a-Kaua'i-Waimea	0	0	1	0	0	0	0	1
Ka'ū-Kea'au-Pāhoa	0	0	0	5	0	0	0	5
Leilehua-Mililani-Waialua	0	1	0	0	0	0	0	1
Nānākuli-Wai'anae	0	0	0	1	1	0	0	2
Pearl City-Waipahu	0	1	0	2	0	1	0	4
<b>Overall Totals</b>	<b>0</b>	<b>11</b>	<b>5</b>	<b>35</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>54</b>

\*NOTE: Cases may have met more than one part of the Title IX definition of sexual harassment.

**B. Of the total number of complaints reported for each complex area, the number of complaints involving:**

- i. A student complainant and a student respondent*
- ii. A student complainant and an employee respondent*

<sup>16</sup> Instances of gender-based harassment that met the Title IX criteria would have been categorized under part (2) of the Title IX definition of sexual harassment (where the conduct is severe, pervasive and objectively offensive). For SY 2024-2025, there were no instances of gender-based harassment that met the 2024 and the 2020 Title IX criteria.

<sup>17</sup> One case that started as a 2020 TIX case met more than one part of the 2020 Title IX definition of sexual harassment. Although there were a combined total of 53 Title cases, the overall total for case types will be 54 (e.g., the same case counted for both sexual assault and stalking categories).

<sup>18</sup> One of these cases involved sexual orientation.

<sup>19</sup> Both these cases involved conduct on the basis of gender identity and sexual orientation.

- iii. An employee complainant and an employee respondent*
- iv. An employee complainant and a student respondent*

### **Non-Title IX Sex-Based Complaints**

#### **1. Student Respondent Data<sup>20</sup>**

There were 260 non-Title IX student-to-student cases and 17 non-Title IX cases involving an employee victim and a student respondent. There were 35 cases where it was unclear who the victim was, resulting in the role of the “victim” being unable to be determined. Examples included situations where the conduct was directed towards a class in general, including both the teacher and students, or vandalism concerning sexually explicit content.

Table 8 presents the data regarding the parties’ statuses for non-Title IX sex-based complaints, where a student was identified as the respondent, further categorized by complex area.

#### **2. Employee Respondent Data**

There were 45 BOE Policy #305-10 complaints, where a student was identified as the complainant, and an employee was recognized as the respondent.

There were 16 BOE Policy #900-1 complaints where both the complainant and the respondent were identified as employees.

Table 8 presents the data regarding the parties’ statuses for non-Title IX sex-based complaints.

**Table 8: Non-Title IX Sex Based Cases (Party Status)<sup>21 22 23</sup>**

Complex Area	Student v. Student	Student v. Employee <sup>24</sup>	Employee v. Employee <sup>25</sup>	Employee v. Student	Total
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<sup>20</sup> For some of the cases concerning student respondents, the role of the “victim” was not inputted. For these cases, the incident summaries were manually reviewed to determine whether the “victim” was another student or an employee. The totals included in Table 5 were based on the manual review.

<sup>21</sup> Not all cases inputted into Infinite Campus, indicated the role of the “victim.” For those cases, a manual review of the incident summary was conducted to determine the role of the “victim.” Upon this review, there were 35 cases where the role of the “victim” could not be determined. e.g., the conduct was not directed towards a specific individual(s).

<sup>22</sup> The following complexes had cases where the role of the “victim” could not be determined: ‘Aiea-Moanalua-Radford (5), Baldwin-Kekaulike-Kūlanihāko‘i-Maui (10), Castle-Kahuku (3), Farrington-Kaiser-Kalani (5), Honoka‘a-Kealakehe-Kohala-Konawaena (2), Kapa‘a-Kaua‘i-Waimea (3), Ka‘ū-Kea‘au-Pāhoa (2), Leilehua-Mililani-Waialua (2), Pearl City-Waipahu (3).

<sup>23</sup> The totals for the Student v. Student and Employee v. Student columns account for the cases inputted in Infinite Campus and includes incidents of sexual harassment, gender-based harassment, sexual exploitation, stalking, and sexual assault.

<sup>24</sup> Table 8 does not include the complaint where neither BOE Policy #305-10 and BOE Policy #900-1 is indicated. This results in the overall total for BOE Policy #305-10 (45 complaints) and BOE Policy #900-1 (16 complaints) equal to 61 (and not the overall total of 62 sex-based complaints).

<sup>25</sup> Table 8 does not include the complaint where neither BOE Policy #305-10 and BOE Policy #900-1 is indicated. This results in the overall total for BOE Policy #305-10 (45 complaints) and BOE Policy #900-1 (16 complaints) equal to 61 (and not the overall total of 62 sex-based complaints).

‘Aiea-Moanalua-Radford	13	2	0	1	16
Baldwin-Kekaulike-Kūlanihāko‘i-Maui	31	2	4	4	41
Campbell-Kapolei	36	3	1	0	40
Castle-Kahuku	9	5	2	1	17
Farrington-Kaiser-Kalani	13	7	1	0	21
Hāna-Lahainaluna-Lāna‘i-Molokai	1	1	1	1	4
Hilo-Waiākea	8	0	2	3	13
Honoka‘a-Kealakehe-Kohala-Konawaena	31	7	1	0	39
Kailua-Kalāheo	17	3	0	0	20
Kaimuki-McKinley-Roosevelt	10	6	0	0	16
Kapa‘a-Kaua‘i-Waimea	6	2	0	0	8
Ka‘ū-Kea‘au-Pāhoa	29	0	0	3	32
Leilehua-Mililani-Waialua	29	4	4	1	38
Nānākuli-Wai‘anae	9	2	0	3	14
Pearl City-Waipahu	18	1	0	0	19
<b>Overall Totals</b>	<b>260</b>	<b>45</b>	<b>16</b>	<b>17</b>	<b>338</b>

### **Title IX Sex-Based Complaints**

Of the 53 Title IX complaints that were identified, 48 complaints concerned situations where both the complainant and the respondent were students. Four complaints concerned a student complainant and an employee respondent. One complaint concerned an employee complainant and a student respondent. There were no Title IX complaints that involved an employee complainant and an employee respondent.

Table 9 presents the data regarding the parties' statuses for all Title IX complaints.<sup>26</sup>

**Table 9: Title IX (Party Status)**

Complex Area	Student v. Student	Student v. Employee	Employee v. Employee	Employee v. Student	Total
‘Aiea-Moanalua-Radford	6	0	0	0	6
Baldwin-Kekaulike-Kūlanihāko‘i-Maui	7	0	0	0	7
Campbell-Kapolei	4	0	0	0	4
Castle-Kahuku	5	0	0	0	5
Farrington-Kaiser-Kalani	0	1	0	0	1
Hāna-Lahainaluna-Lāna‘i-Molokai	0	0	0	0	0
Hilo-Waiākea	0	0	0	0	0

<sup>26</sup> The data in Table 9 consists of all the Title IX complaints – both 2024 Title IX complaints and 2020 Title IX complaints.

Honoka'a-Kealakehe-Kohala-Konawaena	5	0	0	1	6
Kailua-Kalāheo	8	0	0	0	8
Kaimuki-McKinley-Roosevelt	2	2	0	0	4
Kapa'a-Kaua'i-Waimea	1	0	0	0	1
Ka'ū-Kea'au-Pāhoa	5	0	0	0	5
Leilehua-Mililani-Waialua	0	1	0	0	1
Nānākuli-Wai'anae	2	0	0	0	2
Pearl City-Waipahu	3	0	0	0	3
<b>Overall Totals</b>	<b>48</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>53</b>

**C. Of the total number of complaints for each complex area, the number of complaints which:**

- i. An investigation was commenced, but a decision has not yet been rendered;*
- ii. An investigation was completed and a decision was rendered; and*
- iii. A party has filed an appeal, and the appeal is pending*

**Non-Title IX Sex-Based Complaints**

**1. Student Respondent Data**

There were 312 student respondent cases for SY 2024-2025. A decision was rendered for 304 cases. There were eight cases where information in Infinite Campus indicated that the investigation was still in progress. The data revealed no appeals for these cases.

Table 10 presents the data on non-Title IX sex-based complaints for student respondents.

**Table 10: Non-Title IX Sex-Based Cases (Student Respondents)**

Complex Area	Investigation Commenced, Decision NOT Rendered	Investigation Completed, Decision Rendered	Appeal Submitted and Pending	Totals
'Aiea-Moanalua-Radford	0	19	0	19
Baldwin-Kekaulike-Kūlanihāko'i-Maui	1	44	0	45
Campbell-Kapolei	1	35	0	36
Castle-Kahuku	0	13	0	13
Farrington-Kaiser-Kalani	0	18	0	18
Hāna-LahainaLuna-Lāna'i-Molokai	0	2	0	2
Hilo-Waiākea	0	11	0	11
Honoka'a-Kealakehe-Kohala-Konawaena	1	32	0	33
Kailua-Kalāheo	0	17	0	17
Kaimuki-McKinley-Roosevelt	0	10	0	10
Kapa'a-Kaua'i-Waimea	0	9	0	9
Ka'ū-Kea'au-Pāhoa	3	31	0	34

Leilehua-Mililani-Waialua	0	32	0	32
Nānākuli-Wai'anae	1	11	0	12
Pearl City-Waipahu	1	20	0	21
<b>Overall Totals</b>	<b>8</b>	<b>304</b>	<b>0</b>	<b>312</b>

## 2. Employee Respondent Data

Of the combined 62 complaints for employee respondents, 45 cases were still in the investigation stage. It should be noted that there were 25 investigations where the investigation has been completed, but a decision has not yet been rendered. No requests for an appeal were submitted.

Table 11 presents the data for the non-Title IX sex-based complaints.

**Table 11: Non-Title IX Sex-Based Complaints (Employee Respondents) (Grievance Process Status)**

Complex Area	Investigation Commenced, Decision NOT Rendered	Investigation Completed, Decision Rendered	Appeal Submitted and Pending	Combined 305-10 and 900-1 Totals
'Aiea-Moanalua-Radford	0	2	0	2
Baldwin-Kekaulike-Kūlanihāko'i-Maui	3 <sup>27</sup>	0	0	7 <sup>28</sup>
Campbell-Kapolei	4 <sup>29</sup>	0	0	4
Castle-Kahuku	5 <sup>30</sup>	0	0	7 <sup>31</sup>

Complex Area	Investigation Commenced, Decision NOT Rendered	Investigation Completed, Decision Rendered	Appeal Submitted and Pending	Combined 305-10 and 900-1 Totals
Farrington-Kaiser-Kalani	6 <sup>32</sup>	1	0	8 <sup>33</sup>
Hāna-LahainaLuna-Lāna'i-Molokai	1 <sup>34</sup>	0	0	2 <sup>35</sup>
Hilo-Waiākea	0	1	0	2 <sup>36</sup>
Honoka'a-Kealakehe-Kohala-Konawaena	7 <sup>37</sup>	1	0	8
Kailua-Kalāheo	3 <sup>38</sup>	0	0	3

<sup>27</sup> For one of these cases, the investigation was completed, but a decision has not yet been rendered.

<sup>28</sup> Four of the complaints received for this complex was considered "non-jurisdictional" after initial fact-finding and referred to the applicable office for follow-up.

<sup>29</sup> For three of these cases, the investigations were completed, but a decision has not yet been rendered.

<sup>30</sup> For three of these cases, the investigation was completed, but a decision has not yet been rendered.

<sup>31</sup> Two of the complaints received for this complex was considered "non-jurisdictional" after initial fact-finding and referred to the applicable office for follow-up.

<sup>32</sup> For one of these cases, the investigation was completed, but a decision has not yet been rendered.

<sup>33</sup> One of the complaints received for this complex was considered "non-jurisdictional" after initial fact-finding and referred to the applicable office for follow-up.

<sup>34</sup> For one of these cases, the investigation was completed, but a decision has not yet been rendered.

<sup>35</sup> One of the complaints received for this complex was considered "non-jurisdictional" after initial fact-finding and referred to the applicable office for follow-up.

<sup>36</sup> One of the cases received for this complex was considered "non-jurisdictional" after initial fact-finding and referred to the applicable office for follow-up.

<sup>37</sup> For two of these cases, the investigation was completed, but a decision has not yet been rendered.

<sup>38</sup> For three of these cases, the investigations were completed, but a decision has not yet been rendered.

Kaimuki-McKinley-Roosevelt	5 <sup>39</sup>	0	0	6 <sup>40</sup>
Kapa'a-Kaua'i-Waimea	1 <sup>41</sup>	0	0	2 <sup>42</sup>
Ka'ū-Kea'au-Pāhoa	0	0	0	0
Leilehua-Mililani-Waialua	7 <sup>43</sup>	0	0	8 <sup>44</sup>
Nānākuli-Wai'anae	2 <sup>45</sup>	0	0	2
Pearl City-Waipahu	1 <sup>46</sup>	0	0	1
<b>Overall Totals</b>	<b>45</b>	<b>5</b>	<b>0</b>	<b>62</b>

### **Title IX Sex-Based Complaints**

As stated above, 27 complaints were initiated per the 2024 Title IX procedures. Seven of these cases were completed per the 2024 Title IX procedures, before January 9, 2025. Parties for one of the 2024 Title IX complaints opted for the informal resolution route, and an investigation was not conducted for that case. Furthermore, for two of the cases, parents declined to move forward with an investigation, and such requests were honored.

As previously indicated, when the January 9, 2025, federal court decision was issued, all open 2024 Title IX complaints were reassessed to determine whether the complaint met the criteria for the 2020 Title IX procedures. Six cases were converted to the 2020 Title IX procedures, while the remaining 11 cases did not meet the 2020 Title IX criteria and were reassigned to the other applicable policies and procedures.

Table 12 presents the case status data for Title IX complaints that started with the 2024 Title IX procedures.

**Table 12: 2024 Title IX (Grievance Process Status)**

Complex Area	Investigation Commenced Decision NOT Rendered	Investigation Completed Decision Rendered	Appeal Submitted and Pending	Reassigned (Chap 19 or Board Policy)	Converted to 2020 Title IX	Total
'Aiea-Moanalua-Radford	0	1	0	0	0	2 <sup>47</sup>
Baldwin-Kekaulike-Kūlanihāko'i-Maui	0	2	0	2 <sup>48</sup>	0	4
Campbell-Kapolei	0	0	0	0	0	0
Castle-Kahuku	0	0	0	2 <sup>49</sup>	0	2

<sup>39</sup> For two of these cases, the investigations were completed, but a decision has not yet been rendered.

<sup>40</sup> One of the complaints received for this complex was considered "non-jurisdictional" and referred to the appropriate office for follow-up.

<sup>41</sup> For one of these cases, the investigation was completed, but a decision was not yet rendered.

<sup>42</sup> One of the complaints received for this complex was considered "non-jurisdictional" and referred to the appropriate office for follow-up.

<sup>43</sup> For six of these cases, the investigations were completed, but a decision has not yet been rendered.

<sup>44</sup> One of the complaints received for this complex was considered "non-jurisdictional" and referred to the appropriate office for follow-up.

<sup>45</sup> For one of these cases, the investigation was completed, but a decision has not yet been rendered.

<sup>46</sup> For one of these cases, the investigation was completed, but a decision has not yet been rendered.

<sup>47</sup> For one of these cases, the complaint was addressed through an informal resolution process, and an investigation was not conducted.

<sup>48</sup> These two cases were reassigned to the Chapter 19 procedures.

<sup>49</sup> These two cases were reassigned to the Chapter 19 procedures

Farrington-Kaiser-Kalani	0	0	0	0	0	0
Hāna-LahainaLuna-Lāna‘i-Molokai	0	0	0	0	0	0
Hilo-Waiākea	0	0	0	0	0	0
Honoka‘a-Kealakehe-Kohala-Konawaena	0	2	0	0	2	4
Kailua-Kalāheo	0	0	0	6 <sup>50</sup>	1	8 <sup>51</sup>
Kaimukī-McKinley-Roosevelt	0	0	0	0	2	2
Kapa‘a-Kaua‘i-Waimea	0	0	0	0	0	0
Ka‘ū-Kea‘au-Pāhoa	0	0	0	0	1	1
Leilehua-Mililani-Waialua	0	0	0	1 <sup>52</sup>	0	1
Nānākuli-Wai‘anae	0	1	0	0	0	1
Pearl City-Waipahu	0	1	0	0	0	2 <sup>53</sup>
<b>Overall Totals</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>11</b>	<b>6</b>	<b>27</b>

Of the 26 complaints initiated under the 2020 Title IX procedures, 15 remain in progress, either in the investigation or decision-making phase of the grievance process.<sup>54</sup> Eight cases are closed, where both the investigation and decision-making portions of the 2020 Title IX process have concluded and a decision has been rendered. The remaining instances concerned situations where the case was dismissed<sup>55</sup>. A parent withdrew their request for an investigation, and another parent declined to initiate one.

Table 13 presents the case status data for the Title IX complaints that started with the 2020 Title IX procedures.

**Table 13: 2020 Title IX (Grievance Process Status)**

Complex Area	Investigation Commenced Decision NOT Rendered	Investigation Completed Decision Rendered	Appeal Submitted and Pending	Total
‘Aiea-Moanalua-Radford	0	3	0	4 <sup>56</sup>
Baldwin-Kekaulike-Kūlanihāko‘i-Maui	2	0	0	3 <sup>57</sup>
Campbell-Kapolei	0	4	0	4
Castle-Kahuku	3	0	0	3
Farrington-Kaiser-Kalani	1	0	0	1

<sup>50</sup> These six cases were reassigned to the Chapter 19 procedures.

<sup>51</sup> For one of these cases, parents declined to go forward with a Title IX investigation. Parent’s request was honored.

<sup>52</sup> This case was reassigned to Board Policy procedures.

<sup>53</sup> For one of these cases, parents declined to go forward with a Title IX investigation. Parent’s request was honored.

<sup>54</sup> Of these 15 cases, 11 are in the investigation portion, and four are in the decision-making portion of the 2020 Title IX grievance process.

<sup>55</sup> The respondent for this case moved out-of-state.

<sup>56</sup> For one of these cases, the case was dismissed when the respondent moved out-of-state.

<sup>57</sup> For one of these cases, parents withdrew their request for an investigation. Parent’s request was honored.

Hāna-LahainaLuna-Lāna'i-Molokai	0	0	0	0
Hilo-Waiākea	0	0	0	0
Honoka'a-Kealakehe-Kohala-Konawaena	2	0	0	2
Kailua-Kalāheo	0	0	0	0
Kaimukī-McKinley-Roosevelt	2	0	0	2
Kapa'a-Kaua'i-Waimea	1	0	0	1
Ka'ū-Kea'au-Pāhoa	3	1	0	4
Leilehua-Mililani-Waialua	0	0	0	0
Nānākuli-Wai'anae	0	0	0	1 <sup>58</sup>
Pearl City-Waipahu	1	0	0	1
<b>Overall Totals</b>	<b>15</b>	<b>8</b>	<b>0</b>	<b>26</b>

Data was also compiled for the total number of Title IX cases that resulted in the 2020 Title IX process. This includes instances where complaints were initiated per the 2020 Title IX process, or the case was converted from the 2024 Title IX process to the 2020 Title IX process. As indicated above, six cases were converted from the 2024 Title IX process to the 2020 Title IX process, resulting in a total of 32 cases that are or were addressed under the 2020 Title IX process.

Of the 32 cases, 17 cases are either in the investigation or decision-making portion of the 2020 Title IX process. Twelve cases have been concluded, in which a decision has been rendered. The remaining instances concerned situations where the case was dismissed<sup>59</sup>, a parent withdrew their request for an investigation, and a parent declined to initiate an investigation.

Table 14 presents the case status data for all the 2020 Title IX cases, regardless of which Title IX procedures the case started with. NOTE: The table summarizes the case status for cases initiated under the 2020 Title IX procedures and those converted to the 2020 Title IX process after January 9, 2025.

**Table 14: All 2020 Title IX – includes cases converted to the 2020 Title IX procedures (Grievance Process Status)**

Complex Area	Investigation Commenced Decision NOT Rendered	Investigation Completed Decision Rendered	Appeal Submitted and Pending	Total
'Aiea-Moanalua-Radford	0	3	0	4 <sup>60</sup>
Baldwin-Kekaulike-Kūlanihāko'i-Maui	2	0	0	3 <sup>61</sup>
Campbell-Kapolei	0	4	0	4
Castle-Kahuku	3	0	0	3
Farrington-Kaiser-Kalani	1	0	0	1
Hāna-LahainaLuna-Lāna'i-Molokai	0	0	0	0
Hilo-Waiākea	0	0	0	0
Honoka'a-Kealakehe-Kohala-Konawaena	2	2	0	4
Kailua-Kalāheo	0	1	0	1

<sup>58</sup> For one of these cases, parents declined to go forward with a Title IX investigation. Parent's request was honored.

<sup>59</sup> The respondent for this case moved out-of-state.

<sup>60</sup> For one of these cases, the case was dismissed due to the respondent moving out-of-state.

<sup>61</sup> For one of these cases, parents withdrew their request for an investigation. Parent's request was honored.

Kaimuki-McKinley-Roosevelt	4	0	0	4
Kapa'a-Kaua'i-Waimea	1	0	0	1
Ka'ū-Kea'au-Pāhoa	3	2	0	5
Leilehua-Mililani-Waialua	0	0	0	0
Nānākuli-Wai'anae	0	0	0	1 <sup>62</sup>
Pearl City-Waipahu	1	0	0	1
<b>Overall Totals</b>	<b>17</b>	<b>12</b>	<b>0</b>	<b>32*</b>

\*As previously stated, although 26 cases started as 2020 Title IX cases, when the 2024 Title IX cases were re-assessed, six of those cases were converted to 2020 Title IX cases, making the overall total of cases going through the 2020 Title IX process 32 cases.

***D. The percentage of teachers, counselors, principals, and vice-principals, disaggregated by complex area, who have completed a training course on the Department's Title IX policies and procedures, and any other policies and procedures adopted by the Department in accordance with this chapter.***

In preparation for the implementation of the new 2024 Title IX regulations, TNG/ATIXA (The NCHERM Group/Association for Title IX Administrators) was contracted to provide Title IX training. Therefore, in August 2024 and November 2024, TNG/ATIXA conducted in-person training for school, complex, 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 K-12." Presenters discussed the revised 2024 Title IX requirements for addressing complaints of sex discrimination. In addition to school and complex level administrators, district and state level administrators also attended the in-person training. The August 2024 and November 2024 training session dates were<sup>63</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)

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

The report submitted initially for SY 2023-2024 reflected only the July 2024 and August 2024 attendance totals. The totals reflected in the table below include the November 2024 trainings, which encompass the Kaua'i District training, as well as the Make-Up session. Therefore, attendance totals for some of the complexes and the district will be different from what was initially reported.

Furthermore, for August 2024 and November 2024 trainings, as previously stated, it was advised that schools should send at least one administrator to the trainings. Therefore, the

<sup>62</sup> For one of these cases, parents declined to go forward with a Title IX investigation. Parent's request was honored.

<sup>63</sup> TNG/ATIXA provided multiple trainers so that more than one training session could be held on the same day.

complex attendance percentages in the table below are based on the number of complex school participants, and not the number of complex administrators.

Regarding the November 2024 trainings specifically for the CRCB specialists, it should be noted that at the time, two of the complex specialist positions were vacant. This resulted in a total of 20 filled CRCB positions. The attendance percentage based on the filled CRCB positions would have been 90.5% for both of the November days.

Table 15 presents the complex level training dates and participation data for the August 2024 and November 2024 in-person training sessions.

**Table 15: Training – August 2024 & November 2024 Participation Data (in-person sessions for administrators)**

<b>August 2024 &amp; November 2024 Trainings “Title IX Coordinator Foundations for K-12”</b>	
<b>Complex Area</b>	<b>Total</b>
‘Aiea-Moanalua-Radford	Total Schools in Complex: 22 Total School Participation: 22 Total School Participation Percentage: 100%  Total Individual Participation: 26 (school and complex administrators)
Baldwin-Kekaulike-Kūlanihāko‘i-Maui	Total Schools in Complex: 21 Total School Participation: 18 Total School Participation Percentage: 85.7%  Total Individual Participation: 27 (school and complex administrators)
Campbell-Kapolei	Total Schools in Complex: 18 Total School Participation: 18 Total School Participation Percentage: 100%  Total Individual Participation: 30 (school and complex administrators)
Castle-Kahuku	Total Schools in Complex: 16 Total School Participation: 16 Total School Participation Percentage: 100%  Total Individual Participation: 18 (school and complex administrators)
Farrington-Kaiser-Kalani	Total Schools in Complex: 25 Total School Participation: 25 Total School Participation Percentage: 100%

	<p>Total Individual Participation: 34 (school and complex administrators)</p>
Hāna-LahainaLuna-Lāna'i-Molokai	<p>Total Schools in Complex: 11  Total School Participation: 10  Total School Participation Percentage: 90.9%</p> <p>Total Individual Participation: 15 (school and complex administrators)</p>
Hilo-Waiākea	<p>Total Schools in Complex: 13  Total School Participation: 9  Total School Participation Percentage: 69.2%</p> <p>Total Individual Participation: 13 (school and complex administrators)</p>
Honoka'a-Kealakehe-Kohala-Konawaena	<p>Total Schools in Complex: 19  Total School Participation: 19  Total School Participation Percentage: 100%</p> <p>Total Individual Participation: 23 (school and complex administrators)</p>

<b>August 2024 &amp; November 2024 Trainings "Title IX Coordinator Foundations for K-12"</b>	
<b>Complex Area</b>	<b>Total</b>
Kailua-Kalāheo	<p>Total Schools in Complex: 14  Total School Participation: 13  Total School Participation Percentage: 92.9%</p> <p>Total Individual Participation: 17 (school and complex administrators)</p>
Kaimukī-McKinley-Roosevelt	<p>Total Schools in Complex: 28  Total School Participation: 27  Total School Participation Percentage: 96.4%</p> <p>Total Individual Participation: 34 (school and complex administrators)</p>
Kapa'a-Kaua'i-Waimea	<p>Total Schools in Complex: 16  Total School Participation: 14  Total School Participation Percentage: 87.5%</p> <p>Total Individual Participation: 25 (school and complex administrators)</p>
Ka'ū-Kea'au-Pāhoa	<p>Total Schools in Complex: 9  Total School Participation: 4  Total School Participation Percentage: 44.4%</p> <p>Total Individual Participation: 5 (school and complex administrators)</p>
Leilehua-Mililani-Waialua	<p>Total Schools in Complex: 20  Total School Participation: 20  Total School Participation Percentage: 100%</p> <p>Total Individual Participation: 27 (school and complex administrators)</p>

Nānākuli-Wai'anae	Total Schools in Complex: 9 Total School Participation: 9 Total School Participation Percentage: 100%  Total Individual Participation: 16 (school and complex administrators)
Pearl City-Waipahu	Total Schools in Complex: 17 Total School Participation: 16 Total School Participation Percentage: 94.1%  Total Individual Participation: 22 (school and complex administrators)
<b>School Total</b>	<b>Total Statewide School Participation: 240</b> <b>Total Schools Statewide: 258</b> <b>Total Statewide School Percentage: 93.0%</b>
<b>Complex Total<sup>64</sup></b>	<b>332</b>

<sup>64</sup> This reflects the total attendance by school and complex administrators.

Table 16 presents the total participation data for state, district, and complex levels for the August 2024 and November 2024 in-person training sessions.

**Table 16: Training – August 2024 & November 2024 Participation Data (in-person sessions for administrators)**

<b>August 2024 and November 2024 Trainings</b> <b>“Title IX Coordinator Foundations for K-12”</b> <b>Overall State, District, and Complex Participation<sup>65</sup></b>	
State Level	23 <sup>66</sup>
Central District	1
Honolulu District	4
Leeward District	3
Complex Level Total	332 <sup>67</sup>
Overall Total (State, District, Complex)	363

Table 17 presents the training dates and participation data for the November 2024 in-person training sessions for the CRCB specialists.

**Table 17: Training – November 2024 Participation Data (in-person sessions for CRCB)**

<b>November 2024 Trainings</b> <b>“Implementing the 2024 Title IX Regulations for K-12 Schools and Districts”</b>	
<b>Date</b>	<b>Total</b>
November 14, 2024	Total CRCB Attendance: 18 Total CRCB Specialists <sup>68</sup> : 23 CRCB Attendance Percentage: 78.3%
November 15, 2024	Total CRCB Attendance: 18 Total CRCB Specialists <sup>69</sup> : 23 CRCB Attendance Percentage: 78.3%

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

The training above has focused on the CRCB specialists and state, district, complex, 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 SY 2024-2025; 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

<sup>65</sup> When accounting for the state and district participants, some participants initially included in these counts were moved to the complex level categories for this response.

<sup>66</sup> At the time of the August 2024 and November 2024 trainings, the CRCB had 23 allocated positions. Two complex equity positions were vacant. Nineteen (19) CRCB specialists attended the school/complex level trainings. Specific attendance percentage for the CRCB based on the 23 positions is 82.6%. The CRCB attendance percentage based on filled positions is 90.5%.

<sup>67</sup> See Table 18.

<sup>68</sup> As stated in footnote 81, at the time of the November 2024 trainings, two complex specialist positions were vacant. The attendance percentage based on the filled positions (21) would have been 85.7%

<sup>69</sup> As stated in footnote 81, at the time of the November 2024 trainings, two complex specialist positions were vacant. The attendance percentage based on the filled positions (21) would have been 85.7%

effective August 1, 2024. Therefore, TNG/ATIXA revised its online Title IX training module to conform to the 2024 Title IX revisions. However, as the CRCB was preparing to implement the 2024 training modules during the Spring 2025 semester, 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 IX procedures.

The CRCB collaborated with TNG/ATIXA to transition to online training modules, aligning with the 2020 Title IX requirements. During this time, TNG/ATIXA also made revisions to the 2020 Title IX online modules. As such, the anticipated implementation of the online Title IX training modules is Fall 2025.

Additionally, training focused on the 2020 Title IX requirements will be provided to CRCB specialists who joined the Department in 2024/2025. This consists of two half-day virtual trainings and is scheduled for August 26, 2025, and August 28, 2025. CRCB specialists who previously received the 2020 Title IX training will be provided the opportunity to attend these virtual half-day sessions.

TNG/ATIXA will also provide 11 in-person training sessions on the 2020 Title IX requirements to school and complex-level administrators. These trainings are scheduled for October 2025 and November 2025.

Table 18 presents the October 2025 and November 2025 training schedule.

**Table 18: 2020 Title IX Requirements (In-Person Training)**

<b>October 30, 2025</b>	<b>October 31, 2025</b>	<b>November 03, 2025</b>
Honolulu District	Honolulu District	Hawai'i District – West Hawai'i
Central District	Windward District	Leeward District
<b>November 04, 2025</b>	<b>November 05, 2025</b>	<b>November 06, 2025</b>
Hawai'i District – East Hawai'i	Maui District	Maui District
Leeward District	Kaua'i District	

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

Furthermore, the CRCB understands the importance of getting different perspectives on Title IX. As such, the CRCB has collaborated with T9 Mastered, a national organization, to deliver two in-person training sessions for CRCB specialists in February 2026. The specific dates are February 12 and 13, 2026.