



WEBINAR
TITLE VI: WHAT
SCHOOLS MUST
KNOW AND DO NEXT

*WHAT IT IS, WHY IT MATTERS NOW, AND NEXT
STEPS FOR SCHOOLS*

OCTOBER 1, 2025



**INSTITUTIONAL
COMPLIANCE SOLUTIONS**

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BEFORE WE GET STARTED

- Materials
- Overview
- Virtual environment
- Recording
- Not legal advice



OBJECTIVES:

- ✔ Understand Title VI fundamentals
- ✔ Explore enforcement trends and legal updates
- ✔ Identify practical next steps for schools





UNDERSTANDING DISCRIMINATION UNDER TITLE VI

Title VI of the 1964 Civil Rights Act says,
"No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefit of, or be subjected to discrimination under any program or activity receiving Federal financial assistance."

42 U.S.C. §2000d



WHAT IS TITLE VI?

*Section 601 of
the Civil Rights
Act of 1964*

*Applies to all
schools
receiving federal
funds*

*Prohibits
discrimination
based on race,
color, and
national origin*



ACCESS



KEY SCHOOL OBLIGATIONS

- ✓ Areas of focus: admissions, recruitment, discipline, athletics, classroom practices, and scholarships
- ✓ Language access for ELL/LEP students
- ✓ Overlaps with Title IX, Section 504, and state civil rights laws



WHY TITLE VI MATTERS NOW



Surge in federal investigations and enforcement



Funding and compliance stakes are rising actions



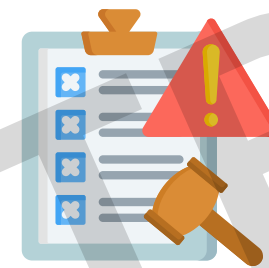
Connection between legal obligations and school climate



RISKS OF NON-COMPLIANCE



Potential loss of federal funding



Reputational and legal exposure



Harm to student trust and campus safety

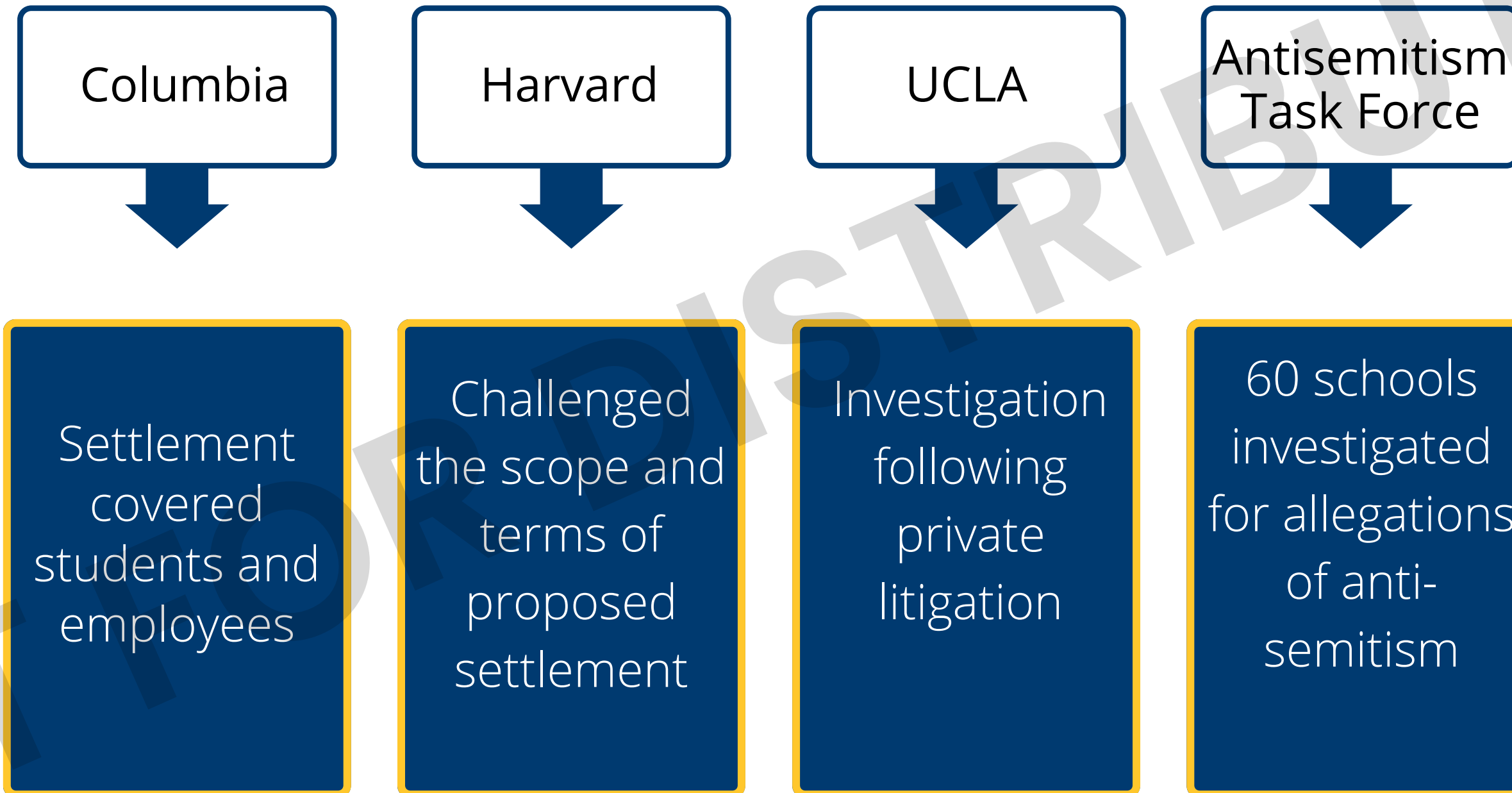




LEGAL LANDSCAPE



ANTISEMITISM





WHY DOJ CHOSE
UCLA – PRIVATE
LITIGATION DID
THE WORK



JURISDICTION



ENCAMPMENT +
11 COMPLAINTS



WHAT THIS
MEANS

UCLA: DOJ INVESTIGATION





SAME STATUTE/ DIFFERENT FOCUS

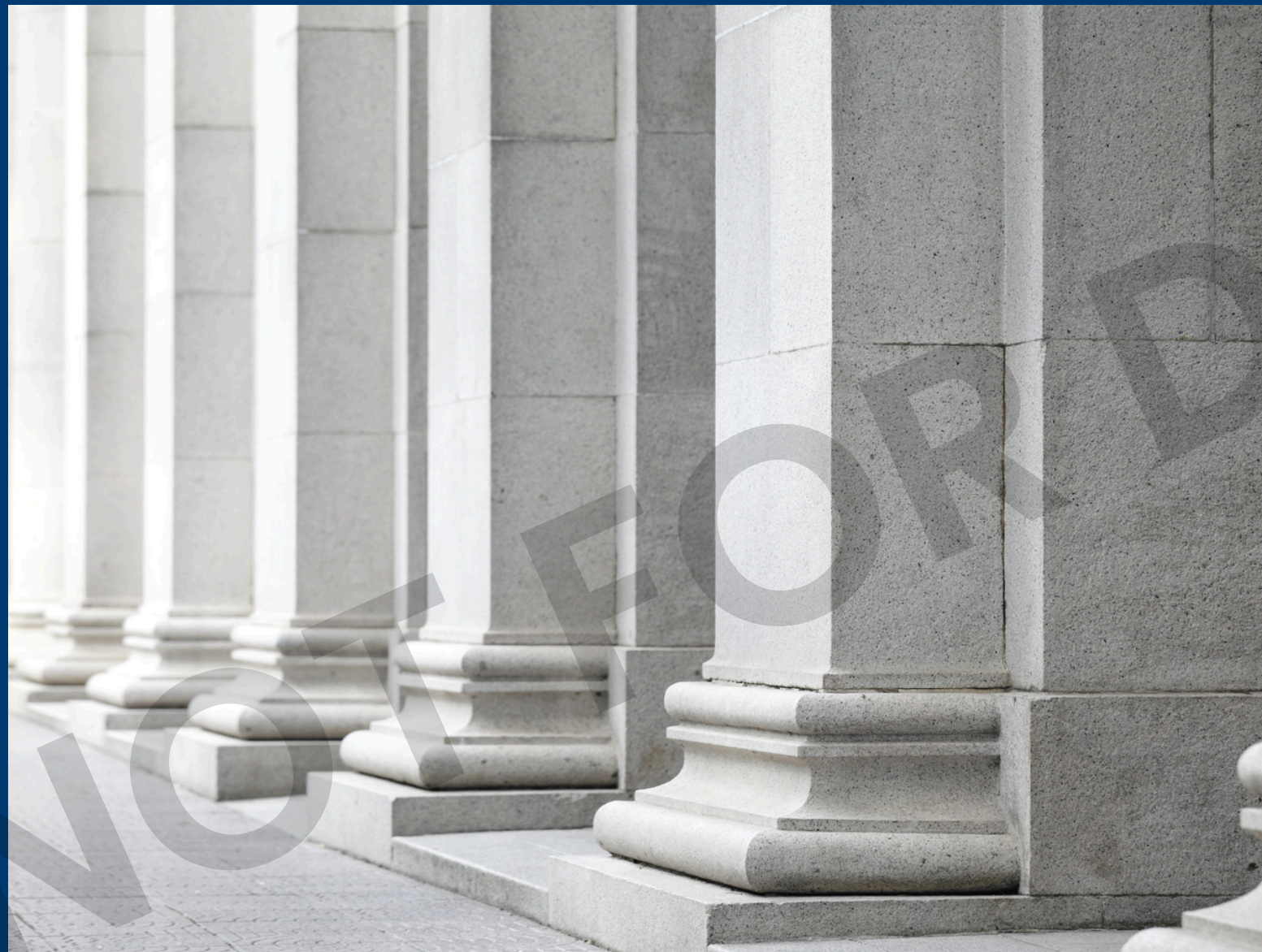


DEI AND THE BONDI MEMO INTERPRETS SUPREME COURT DECISION

Students for Fair Admissions v. Harvard
(2023)



4 PILLARS OF THE BONDI MEMO



- Prohibition on Protected Characteristics as Criteria
- Proxy Discrimination
- Third-Party Liability
- Retaliation Protection



DEI CASE STUDIES

GMU

Investigated for race-conscious hiring/admissions response

Harvard (Admissions)

Investigated for allegations of continued use of race in admissions

TJHS (VA)

Admissions policy under federal probe for race bias

Chicago Public Schools

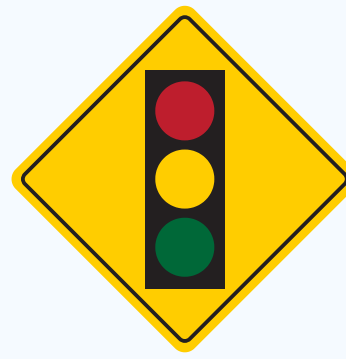
Under investigation for race-based student support plan

PhD Project

45 schools investigated for 3rd party relationship



HIGH RISK AREAS



- Race-conscious hiring practices
- Racial preferences in admissions
- Race-specific student programs
- DEI office involvement in personnel decisions



- Racial bias training programs
- Programs that benefit one group based on race/national origin
- Designated spaces for groups based on racial identity

LOW RISK AREAS



- Socioeconomic-based programs
- First-generation student support
- Rural/urban geographic diversity
- Individual merit and achievement focus
- Experience- and skills-based hiring criteria



NEXT STEPS FOR SCHOOLS

- Appoint or confirm Title VI Coordinator
- Review and update nondiscrimination policies and grievance procedures
- Ensure accessible reporting mechanisms
- Audit complaint responses and disciplinary processes





EDUCATING
FACULTY/STAFF
ON REPORTING



EDUCATING
STUDENTS AND
FAMILIES ON THEIR
RIGHTS

TRAINING & AWARENESS



PRACTICAL ACTION PLAN



Conduct a Title VI policy audit (“check-up”)



Strengthen reporting systems and track implementation



Build a community of trust and transparency





KEY TAKEAWAYS



- *You can't fix what you don't know!- audit your Title VI policy and process*
- *Identify prevention efforts*
- *Map out your reporting procedures*
- *Train (keep apprised of the ever-changing landscape)*
- *Maintain Data-monitoring*

HOW ICS CAN HELP



Community Partners receive Title VI on-demand courses and resources



Title VI Blueprint



Upcoming training opportunities:
Nov. 13th

K-12



Higher Ed





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Q & A



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