The District will not tolerate illegal discrimination or harassment on the basis of race, color, national origin, sex, marital status, height, weight, genetic information, disability, age, sexual orientation or any other protected class prohibited by federal or state law. Harassment may include unwelcome verbal or physical conduct based on a protected class as identified above that has the purpose or effect of substantially interfering with an employee’s work environment.

“Sexual Harassment” is defined under Title IX as conduct on the basis of sex that satisfies one or more of the following:

1. An employee of the District conditioning the provision of an aid, benefit, or service of the District on an individual’s participation in unwelcome sexual conduct (i.e. quid pro quo sexual harassment);

2. 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 District’s education programs or activities; or

3. Sexual assault (as defined in the Clery Act, 20 U.S.C. §1092(f)(6)(a)(v)), dating violence, domestic violence or stalking (as defined in the Violence Against Women Act, 34 §U.S.C.12291(a)).

The District shall not retaliate against a person who reports or opposes sexual harassment. The District shall fully comply with Title IX of the Civil Rights Act of 1964 and the accompanying regulations. Complaints of harassment, not defined as sexual harassment under Title IX, but nevertheless are based on allegations related to sex, gender or other protected classes as identified above are subject to investigation and response under this Policy.

The Superintendent shall designate not less than two Title IX Coordinators responsible for coordinating the District’s compliance with Title IX and its regulations, and for investigating
reports of sexual harassment under Title IX. One or more Compliance Officers will be designated for coordinating complaints alleging other discrimination or harassment.

A person who believes he or she has been or is the victim of harassment should immediately report the situation to the building principal or assistant principal, the Superintendent, or a Title IX Coordinator. A District employee who observes, has knowledge of, or learns that a person has been or is the victim of harassment shall immediately report the situation to the building principal or assistant principal, Superintendent or Title IX Coordinator. Complaints against the building principal should be filed with the Superintendent or Title IX Coordinator. Complaints against the Superintendent should be filed with the Board President or Title IX Coordinator.

The Superintendent, or his or her designee, will promulgate a grievance procedure concerning the investigation and resolution of complaints of sexual harassment under Title IX, as well as an administrative procedure concerning the investigation and resolution of complaints alleging other discrimination or harassment in employment.

Adopted: January 2015
Revised: August 2020