



DATE: February 24, 2021

TO: Board of Education

FROM: Mrs. Carmen Ghysels, Superintendent Chief Learning Officer

SUBJECT: Approve Administrative Regulation and Exhibit (NEW)
4119.12/4219.12/4319.12 Title IX Sexual Harassment Complaint
Procedures

PRESENTED BY: Ms. Joan Zappettini, Director of Human Resources

ACTION REQUESTED

Approve Administrative Regulation and Exhibit (NEW) 4119.12/4219.12/4319.12 Title IX Sexual Harassment Complaint Procedures

BACKGROUND INFORMATION

Title IX Sexual Harassment Complaint Procedures (NEW AR revised) Regulation updated to clarify that a sexual harassment complaint that is dismissed or denied under Title IX may still be subject to review under state law pursuant to AR 4030 - Nondiscrimination in Employment and thus the two procedures should be implemented concurrently in order to meet the applicable timelines. Regulation also updated to clarify that the applicability of the Title IX sexual harassment complaint procedures is limited to conduct that allegedly occurs in an education program or activity over which the district exercises control; revise the timeframe for concluding the complaint process from 45 to 60 days; reflect the right to pursue civil law remedies; and add the requirement to maintain a record of any actions, including supportive measures, taken in response to a report or formal complaint of sexual harassment. Administrative Regulation is provided as information only.

Title IX Sexual Harassment Complaint Procedures New exhibit presents a sample of the required notification to employees, job applicants, and employee organizations regarding the district's Title IX sexual harassment policy, the district's Title IX coordinator, and grievance procedures pursuant to 34 CFR [106.8](#).

These were presented to the Board for review on February 3, 2021 and are being brought back for approval.

PREPARED BY:

Cynthia Friedli for Joan Zappettini, Director of Human Resources

Attachment: Regulation and Exhibit