

## **PROHIBITION OF SEXUAL HARASSMENT UNDER TITLE IX**

The District recognizes that sex discrimination, including sexual harassment and sexual violence, causes harm to students and employees, undermines physical safety, impedes learning, and can reinforce social inequality throughout a student's lifetime. The District takes seriously its responsibility to make reasonable efforts to respond effectively when sexual harassment is reported to, or observed by, District employees, and it understands that its procedures for responding to sexual harassment under state and federal law must also ensure due process for individuals accused of sexual harassment.

The District seeks to foster an environment in which all employees, students, applicants for employment, applicants for admission, and other individuals participating or attempting to participate in the District's education program or activity feel free to report incidents of sexual harassment in violation of Title IX of the Education Amendments of 1972 ("Title IX") and this policy without fear of retaliation or reprisal. Therefore, the District also strictly prohibits retaliation against any person for engaging in a protected activity, including filing a complaint of sexual harassment or participating, or refusing to participate, in a sexual harassment investigation under Title IX. The District will investigate allegations of retaliation pursuant to its Title IX procedures. If the District determines that someone has retaliated, it will take reasonable steps within its power to stop such conduct. Individuals who engage in retaliatory conduct are subject to disciplinary action, up to and including termination or expulsion.

### **Reporting Violations of Sexual Harassment Under Title IX**

Any employee, student, applicant for employment, or applicant for admission who believes they have been harassed or retaliated against in violation of this policy should immediately report such incidents by following the procedures described in Human Resources Procedure 1040.09.

To this end, the Chancellor, or designee, shall ensure that the institution undertakes education and training activities to ensure prompt and appropriate responses to allegations of sexual harassment and to support a safe and supportive educational environment that is free of sexual harassment and other forms of discrimination.

The Chancellor, or designee shall establish procedures that define sexual harassment. The Chancellor, or designee shall further establish procedures that provide for the investigation and resolution of complaints alleging sexual harassment, and procedures to resolve complaints of sexual harassment.

The District will publish and publicize this policy and related written procedures (including the procedure for making complaints) to administrators, faculty, staff, students, applicants for employment, and applicants for admission, particularly when they are new to the institution. The District will make this policy and related written procedures (including the procedures for making complaints) available in administrative offices and will post them on the District's website.

### **Violations of Sexual Harassment Under Title IX**

Employees who violate the policy and procedures may be subject to disciplinary action up to and including termination. Students who violate this policy and related procedures may be subject to disciplinary measures up to and including expulsion. Volunteers or unpaid interns who violate this policy and related procedures may be subject to disciplinary measures up to and including termination from the volunteer assignment, internship, or other unpaid work experience program.

Investigations conducted by law enforcement are separate and distinct from the Title IX grievance process. If there are parallel criminal and Title IX investigations, the District will cooperate and coordinate with the external law enforcement agency to ensure, to the extent possible, that the Title IX process does not obstruct legal processes or proceedings. However, the District's obligation to address matters under Title IX is not replaced or negated by law enforcement's decision to pursue or not pursue legal proceedings.

Adopted: 03/11/26

Related Policies:  
Board Policy 2002

Related Procedures:  
Human Resources Procedure 1040.07  
Human Resources Procedure 1040.09  
Student Services Procedure 3027

Other:  
Management, Supervisory and Confidential Employees Personnel Manual 2.2

References:  
Title IX of the Education Amendments Act of 1972  
34 Code of Federal Regulations Part 106