Title IX ("TIX") Sexual Harassment Grievance Process – Board Policy 103/104

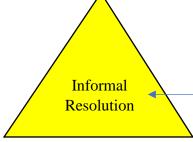
Definition of Sexual Harassment:

- Quid pro quo
- Hostile environment
- Sexual assault, domestic violence, dating violence, stalking

Complainant = Alleged victim

Respondent = Alleged perpetrator

If the conduct does not meet the definition of sexual harassment, it can be investigated under traditional student code of conduct or employee code of conduct.



Investigator must provide parties with all relevant evidence and allow them to review for 10 school days, prior to finalizing report.

TIX Coordinator maintains records for seven (7) years

Conduct Occurs

Employee/Student/Third Party notifies the TIX Coordinator

TIX Coordinator schedules an intake meeting with Complainant

Intake & Supportive Measures
Meeting with Complainant

Complainant/TIX Coordinator files Formal Complaint

Initial Decision by TIX Coordinator

Notice to parties to include possible supportive measures, investigators name, and option for informal resolution, if applicable.

 $Investigator\ conducts\\investigation-review\ Board\\Policy\ 103/104\ and\ AR-3\ to\\determine\ applicable\ timelines$

Investigator drafts Investigative Report and provides it to both parties and Decision-Maker

Decision-Maker drafts written decision and provides a copy to both parties and the TIX

Coordinator

Appeal

Complaint Closed

REMINDER:

No student may be disciplined <u>until</u> the TIX Grievance Process is concluded, or the TIX Coordinator conducts an emergency removal analysis

If no Formal Complaint is filed, TIX
Coordinator should follow up with the
Complainant in writing documenting the
supportive measures and that the
Complainant did not want to file a Formal
Complaint

Complaint **may** be dismissed if:

- Complainant withdraws the Formal Complaint; or
- Respondent is no longer affiliated with the school district; or
- Evidence is unavailable.

Complaint **must** be dismissed if:

- Not education program or activity; or
- Conduct not Sexual Harassment; or
- Conduct occurred outside the U.S.

Conduct a Supportive Measures meeting with the Respondent.

Decision-Maker must provide parties 10 school days to review the investigate report and submit questions/answers before making a determination.

Appeal must be based on:

- Procedural irregularity
- New evidence
- Conflict of Interest