

EX 4519.12 Title IX Sexual Harassment Complaint Procedures - Employees

Notice of Title IX Sexual Harassment Policy

The Code of Federal Regulations, Title 34, Section 106.8 requires the District to issue the following notification to employees, job applicants and employee organizations:

The District does not discriminate on the basis of sex in any education program or activity that it operates. The prohibition against discrimination on the basis of sex is required by federal law (20 USC 1681-1688; 34 CFR Part 106) and extends to employment. The District also prohibits retaliation against any employee for filing a complaint or exercising any right granted under Title IX.

Title IX requires the District take immediate and appropriate action to address any potential Title IX violations that are brought to its attention. Any inquiries about the application of Title IX, this notice, and who is protected by Title IX may be referred to the District's Title IX Coordinator, to the Assistant Secretary for Civil Rights of the U.S. Department of Education or both.

The District has designated and authorized the following employee as the Title IX Coordinator to address concerns or inquiries regarding discrimination on the basis of sex, including sexual harassment, sexual assault, dating violence, domestic violence, and stalking:

Alicia Lyon, Director of Pupil Services

6061 East Ave, Etiwanda, CA 91739

(909) 899-2451

Alicia_Lyon@etiwanda.org

Any individual may report sex discrimination, including sexual harassment, to the Title IX Coordinator or any other District employee at any time, including during non-business hours, by mail, phone, or email. During district business hours, reports may also be made in person. Upon receiving an allegation of sexual harassment, the Title IX Coordinator will promptly notify the parties, in writing, of the applicable district complaint procedure.

To view an electronic copy of the District's Board Policies and Administrative Regulations addressing sexual harassment, including the grievance process that complies with 34 CFR 106.45, please see BP/AR 4519.11 - Sexual Harassment and AR 4519.12 - Title IX Sexual Harassment Complaint Procedures – Employees on the District's website at www.etiwanda.k12.ca.us.

To inspect or obtain a copy please contact: Etiwanda School District, (909)899-2451 or email Alicia_Lyon@etiwanda.org.

Materials used to train the Title IX Coordinator, investigator(s), decision-maker(s), and any person who facilitates an informal resolution process are also publicly available on the District's website or at the District Office upon request.

Board Approved:

August 25, 2022

Effective Date: July 22, 2021