



BP 3433 Prohibition of Sexual Harassment Under Title IX

The District is committed to supporting an academic, athletic, and work environment that respects the dignity of individuals and groups and is free of sexual harassment. In furtherance of this commitment, the District prohibits sexual harassment which includes sexual violence (dating violence, sexual assault, and stalking) in compliance with applicable statutory and regulatory guidance.

In furtherance of this commitment, the District seeks to foster an environment in which all individuals -feel free to report incidents of sexual harassment without fear of retaliation. Therefore, retaliation in any form against an individual who engages in a protected activity, which includes bringing a good faith allegation of sexual harassment, participating in a resolution a resolution process to address such an allegation or supporting someone involved in a report of sexual harassment is strictly prohibited by District policy and state and federal law.

Any person who believes they have experienced sexual harassment, including sexual violence, or retaliation for engaging in a protected activity under this policy should immediately report such incidents to the Title IX Coordinator.

The Superintendent/President or designee shall ensure that the institution provides education and training activities to students and requires training of employees to prevent, address, and eliminate sexual harassment that impairs access to equal education opportunity or impacts the terms and conditions of employment.

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 online and will post them on the District's website.

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.

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References:

Title IX of the Education Amendments Act of 1972; 34 Code of Federal
Regulations Part 106
Education Code §§ 210-214, 66260-66264, 66271.2-66271.3, 66271.5-66281.7,
67380-67386, 67390-67393;
Penal Code §§ 240-248, 261-269, 639-653.2, 11160-1163.6, 11164-11174.3,
13700-13702