

A. W. BEATTIE CAREER CENTER

SECTION: PROGRAMS
TITLE: NON-DISCRIMINATION/ TITLE IX
SEXUAL HARASSMENT
AFFECTING STUDENTS

ADOPTED: April 22, 1999

REVISED: August 21, 2014

APPROVED: September 25, 2014

FIRST

READING: January 21, 2021

REVISED &

APPROVED: March 25, 2021

103. NON-DISCRIMINATION/TITLE IX SEXUAL HARASSMENT AFFECTING STUDENTS

1. Authority

The A.W. Beattie Career Center Joint Operating Committee (JOC) declares it to be the policy of the Career Center to provide an equal opportunity for all students to achieve their maximum potential through the programs and activities offered in the schools without discrimination on the basis of race, color, age, creed, religion, sex, gender (including gender identity or expression), sexual orientation, ancestry, national origin, marital status, pregnancy or handicap/disability.

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The JOC also declares it to be the policy of the Career Center to comply with federal law and regulations under Title IX prohibiting sexual harassment, which is a form of unlawful discrimination on the basis of sex. Such discrimination shall be referred to throughout this policy as Title IX sexual harassment. Inquiries regarding the application of Title IX to the Career Center may be referred to the Title IX coordinator, to the Assistant Secretary for Civil Rights of the U.S. Department of Education, or both.

The Career Center is committed to the maintenance of a safe, positive learning environment for all students that is free from discrimination by providing all students course offerings, counseling assistance, services, employment, athletics and extracurricular activities without any form of discrimination, including Title IX sexual harassment. Discrimination is inconsistent with the rights of students and the educational and programmatic goals of the Career Center and is prohibited at or, in the course of, Career Center-sponsored programs or activities, including transportation to and/or from Career Center-sponsored activities.

<p>Pol. 113.1, 218, 233, 317</p>	<p>Violations of this policy, including acts of retaliation as described in this policy, or knowingly providing false information, may result in disciplinary consequences under applicable JOC policy and procedures.</p> <p>The JOC directs that the foregoing statement of JOC policy may be included in each student and staff handbook, and that this policy and related attachments be posted to the Career Center's website.</p> <p>The JOC requires a note stating that the Career Center does not discriminate in any manner, including Title IX sexual harassment, in any Career Center education program or activity, to be issued to all students, parents/guardians, employment applicants, employees, and all unions or professional organizations holding collective bargaining or professional agreements with the Career Center. All discrimination notices and information shall include the title, office address, telephone number and email address of the individual(s) designated as the Title IX Coordinator/Compliance Officer.</p> <p><u>Reports of Title IX Sexual Harassment and Other Discrimination and Retaliation</u></p> <p>The JOC encourages students and third parties who believe they or others have been subject to Title IX sexual harassment, other discrimination or retaliation to promptly report such incidents to the building principal, even if some elements of the incident took place or originated away from Career Center grounds, Career Center activities or Career Center conveyances. A person who is not an intended victim or target of discrimination but is adversely affected by the offensive conduct may file a report of discrimination.</p> <p>The student's parents/guardians or any other person with knowledge of conduct that may violate this policy is encouraged to immediately report the matter to the building principal.</p>
<p>Pol. 806</p>	<p>A school employee who suspects or is notified that a student has been subject to conduct that constitutes a violation of this policy shall immediately report the incident to the building principal, as well as properly making any mandatory police or child protective services reports required by law.</p> <p>If the building principal is the subject of a complaint, the student, third party or a reporting employee shall report the incident directly to the Title IX coordinator.</p> <p>The complainant or the individual making the report may use the Discrimination/ Sexual Harassment/Bullying/Hazing/Dating Violence/Retaliation Report Form attached to this policy for purposes of reporting an incident or incidents in writing; however, verbal reports of an incident or incidents shall be accepted, documented, and the</p>

procedures of this policy and the relevant attachments followed.

The building principal shall promptly notify the Title IX Coordinator of all reports of discrimination, Title IX sexual harassment or retaliation. The Title IX Coordinator shall promptly contact the complainant regarding the report to gather additional information as necessary, and to discuss the availability of supportive measures. The Title IX Coordinator shall consider the complainant's wishes with respect to supportive measures.

The Title IX Coordinator shall conduct an assessment to determine whether the reported circumstances are most appropriately addressed through the Discrimination Complaint Procedures prescribed in Attachment 2 to this policy, or if the reported circumstances meet the definition of Title IX sexual harassment and are most appropriately addressed through the Title IX Sexual Harassment Procedures and Grievance Process for Formal Complaints in Attachment 3, or other JOC policies.

Disciplinary Procedures When Reports Allege Title IX Sexual Harassment

When a report alleges Title IX sexual harassment, disciplinary sanctions may not be imposed until the completion of the grievance process for formal complaints outlined in Attachment 3. The Career Center shall presume that the respondent is not responsible for the alleged conduct until a determination has been made at the completion of the grievance process for formal complaints.

When an emergency removal, as described in Attachment 3, is warranted to address an immediate threat to the physical health or safety of an individual, and it is not feasible to continue educational services remotely or in an alternative setting, the normal procedures for suspension and expulsion shall be conducted to accomplish the removal, including specific provisions to address a student with a disability where applicable.

When an emergency removal is not required, disciplinary sanctions shall be considered in the course of the Title IX grievance process for formal complaints. Following the issuance of the written determination and any applicable appeal, any disciplinary action specified in the written determination or appeal decision shall be implemented in accordance with the normal procedures for suspensions, expulsions or other disciplinary actions including specific provisions to address a student with a disability where applicable.

Confidentiality

Confidentiality of all parties, witnesses, the allegations, the filing of a report and the investigation related to any form of discrimination or retaliation, including Title IX sexual harassment, shall be handled in accordance with applicable law, regulations,

Pol, 113.1, 113.2,
113.3, 233

Pol. 113.1, 113.2,
218, 233

20 U.S.C. 1232g
34 CFR 106.44
34 CFR 106.45

34 CFR 106.71
34 CFR Part 99

this policy, the attachments and the Career Center's legal and investigative obligations.

Retaliation

34 CFR 106.71

The JOC prohibits retaliation by the Career Center or any other person against any person for:

1. Reporting or making a formal complaint of any form of discrimination or retaliation, including Title IX sexual harassment.
2. Testifying, assisting, participating or refusing to participate in a related investigation, process or other proceeding or hearing.
3. Acting in opposition to practices the person reasonably believes to be discriminatory.

The Career Center, its employees and others are prohibited from intimidating, threatening, coercing, or discriminating against anyone for actions described above. Individuals are encouraged to contact the Title IX Coordinator immediately if retaliation is believed to have occurred.

Definitions

Complainant shall mean an individual who is alleged to be the victim.

Respondent shall mean an individual alleged to be the perpetrator of the discriminatory conduct.

Discrimination shall mean to treat individuals differently, or to harass or victimize based on protected classification including race, color, age, creed, religion, sex, gender (including gender identify or expression), sexual orientation, ancestry, national origin, marital status, pregnancy or handicap/disability.

Harassment is a form of discrimination based on the protected classifications listed in this policy consisting of unwelcome conduct such as graphic, written, electronic, verbal or nonverbal acts including offensive jokes, slurs, epithets and name-calling, ridicule or mockery, insults or put-downs, offensive objects or pictures, physical assaults or threats, intimidation, or other conduct that may be harmful or humiliating or interfere with a person's school or school-related performance when such conduct is:

1. Sufficiently severe, persistent or pervasive; and
2. A reasonable person in the complainant's position would find that it creates an intimidating, threatening or abusive educational environment such that it deprives or adversely interferes with or limits an individual or group of the ability to participate in or benefit from the services, activities or opportunities offered by a school.

Definitions Related to Title IX Sexual Harassment

34 CFR 106.45
34 CFR 106.30

Formal complaint shall mean a document filed by a complainant or signed by the Title IX Coordinator alleging Title IX sexual harassment and requesting that the Career Center investigate the allegation under the grievance process for formal complaints. The authority for the Title IX Coordinator to sign a formal complaint does not make the Title IX Coordinator a party in the grievance process for formal complaints. The phrase "document filed by a complainant" refers to a document or electronic submission that contains the complainant's physical or digital signature, or otherwise indicates that the complainant is the person filing the formal complaint.

34 CFR 106.30

Supportive measures shall mean nondisciplinary, nonpunitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed.

34 CFR 106.30

Supportive measures shall be designed to restore or preserve equal access to the educational program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the educational environment, or to deter sexual harassment. Supportive measures may include, but are not limited to:

1. Counseling.
2. Extensions of deadlines or other course related adjustments.
3. Modifications of work or class schedules.
4. Campus escort services.
5. Mutual restrictions on contact between parties.
6. Changes in work or housing locations.
7. Leaves of absence.
8. Increased security.
9. Monitoring of certain areas around campus.
10. Assistance from domestic violence or rape crisis programs.
11. Assistance from community health resources including counseling resources.

Pol. 103.1, 113,
113.1,113.2,
113.3

Supportive measures may also include assessments or evaluations to determine eligibility for special education or related services, or the need to review an Individualized Education Program (IEP) or Section 504 Service Agreement based on a student's behavior. This could include, but is not limited to, a manifestation determination or functional behavioral assessment (FBA), in accordance with applicable law, regulations, or JOC policy.

34 CFR 106.30

Title IX sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

<p>34 U.S.C. 12291</p>	<p>1. A Career Center employee conditioning the provision of an aid, benefit, or Career Center service on an individual's participation in unwelcome sexual conduct, commonly referred to as <i>quid pro quo sexual harassment</i>.</p> <p>2. Unwelcome conduct determined by a reasonable person to be severe, pervasive and objectively offensive that it effectively denies a person equal access to Career Center education program or activity.</p> <p>3. Sexual assault, dating violence, domestic violence or stalking.</p>
<p>34 U.S.C. 12291</p>	<p>a. <i>Dating violence</i> means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of such a relationship is determined by the following factors:</p> <ul style="list-style-type: none"> i. Length of relationship ii. Type of relationship iii. Frequency of interaction between the persons involved in the relationship. <p>b. <i>Domestic violence</i> includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of jurisdiction receiving federal funding, or by any other person against an adult or youth victim who is protected from that person's act under the domestic or family violence laws of the jurisdiction.</p>
<p>20 U.S.C. 1092</p>	<p>c. <i>Sexual assault</i> means a sexual offense under state or federal law that is classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.</p>
<p>34 U.S.C. 12291</p>	<p>d. <i>Stalking</i>, under Title IX means stalking on the basis of sex, for example when the stalker desires to date the victim. Stalking means to engage in a course of conduct directed at a specific person that would cause a reasonable person to either:</p> <ul style="list-style-type: none"> i. Fear for their safety or the safety of others. ii. Suffer substantial emotional distress.

34 CFR 106.30,
106.44, 106.45

Such conduct must have taken place during a Career Center education program or activity and against a person in the United States to qualify as sexual harassment under Title IX. An education program or activity includes the locations, events or circumstances over which the Career Center exercises substantial control over both the respondent and the context in which the harassment occurs. Title IX applies to all of the Career Center's education programs or activities, whether such programs or activities occur on-campus or off-campus.

Delegation of Responsibility

In order to maintain a program of nondiscrimination practices that is in compliance with applicable laws and regulations, the JOC designates the Executive Director as the Career Center's Title IX Coordinator/Compliance Officer.

The Title IX Coordinator/Compliance Officer can be contacted at:

Address: 9600 Babcock Blvd.
Allison Park, PA 15101

Phone: 412-847-1900

Email: eric.heasley@beattietech.com

The Title IX Coordinator/Compliance Officer shall fulfill designated responsibilities to ensure adequate nondiscrimination procedures are in place, to recommend new procedures or modifications to procedures and to monitor the implementation of the Career Center's nondiscrimination procedures in the following areas, as appropriate:

1. Curriculum and Materials - Review of curriculum guides, textbooks and supplemental materials for discriminatory bias.
2. Training - Provide training for students and staff to prevent, identify and alleviate problems of discrimination.
3. Resources - Maintain and provide information to staff on resources available to complainants in addition to the school complaint procedure or Title IX procedures, such as making reports to the police, and available supportive measures such as assistance from domestic violence or rape crisis programs and community health resources including counseling resources.
4. Student Access - Review of programs, activities and practices to ensure that all students have equal access and are not segregated except when permissible by law or regulation.

34 CFR 106.8

Pol. 150

5. School Support - Assure that like aspects of the school programs and activities receive like support as to staffing and compensation, facilities, equipment, and related areas.
6. Student Evaluation - Review of assessments, procedures, and guidance and counseling materials for stereotyping and discrimination.
7. Reports/Formal Complaints - Monitor and provide technical assistance to individuals involved in managing informal reports and formal complaints.

Title IX Sexual Harassment Training Requirements

The Title IX Coordinator/Compliance Officer, investigator(s), decision maker(s), or any individual designated to facilitate an informal resolution process related to Title IX sexual harassment shall receive the following training, as required or appropriate to their specific role:

1. Definition of sexual harassment.
2. Scope of the Career Center's education program or activity, as it pertains to what is subject to Title IX regulations.
3. How to conduct an investigation and grievance process for formal complaints including examination of evidence, drafting written determinations, handling appeals and informal resolution processes, as applicable.
4. How to serve impartially, including by avoiding or prejudgment of the facts at issue, conflicts of interest and bias.
5. Use of relevant technology.
6. Issues of relevance including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant.
7. Issues of relevance, weight of evidence and application of standard of proof and drafting investigative reports that fairly summarize relevant evidence.
8. How to address complaints when the alleged conduct does not qualify as Title IX sexual harassment but could be addressed under another complaint process or JOC policy.

All training materials shall promote impartial investigations and adjudications of formal complaints of Title IX sexual harassment without relying on sex stereotypes.

All training materials shall be posted on the Career Center's website.

<p>Pol. 113.1, 218, 233</p> <p>Pol. 317, 317.1</p>	<p><u>Disciplinary Consequences</u></p> <p>A student who is determined to be responsible for violation of this policy shall be subject to appropriate disciplinary action consistent with the Code of Student Conduct, which may include but is not limited to:</p> <ol style="list-style-type: none">1. Loss of privileges.2. Permanent transfer to another school building, classroom, or school bus.3. Exclusion from school-sponsored activities.4. Detention.5. Suspension.6. Expulsion.7. Referral to law enforcement officials. <p>An employee who violates this policy shall be subject to appropriate disciplinary action consistent with JOC policy, collective bargaining agreement and individual contract, up to and including dismissal and/or referral to law enforcement officials.</p> <p><u>Reports of Discrimination</u></p> <p>Any reports of discrimination that are reviewed by the Title IX Coordinator and do not meet the definition of Title IX sexual harassment but are based on race, color, age, creed, religion, sex, sexual orientation, ancestry, national origin, marital status, pregnancy or handicap/disability shall follow the Discrimination Complaint Procedures in Attachment 2 to this policy.</p> <p><u>Reports of Title IX Sexual Harassment</u></p> <p>Any report deemed by the Title IX Coordinator to meet the definition of sexual harassment under Title IX shall follow the Title IX Sexual Harassment Procedures and Grievance Process for Formal Complaints in Attachment 3 to this policy.</p>
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References:

1. 22 PA Code 12.1 -Students Rights and Responsibilities
2. 22 PA Code 12.4 - Discrimination
3. 22 PA Code 15.1 et seq - Section 504
4. 22 PA Code 4.4 - Academic Standards and Assessment
5. 24 P.S. 1301 - Enrollment of Students
6. 24 P.S. 1310
7. 24 P.S. 1601-C et seq - Courses of Study
8. 24 P.S. 5004 - Pennsylvania Fair Educational Opportunities Act
9. 43 P.S. 951 et seq. - Pennsylvania Human Relations Act
10. 20 U.S.C. 1681 et seq. - Title IX
11. 34 CFR Part 106 - Nondiscrimination on the basis of sex in education programs or activities
12. 29 U.S.C. 794 - Nondiscrimination under Federal Grants and Programs
13. 42 U.S.C. 12101 et seq. - American with Disabilities Act
14. 42 U.S.C. 1981 et seq. - Equal Rights Under the Law
15. 42 U.S.C. 2000d et seq. - Title VI of the Civil Rights Act
16. U.S. Const. Amend. XIV, Equal Protection Clause
17. Policy 103.1

20 U.S.C. 1232g - Family Educational and Privacy Rights

Code of Federal Regulations -

- 34 CFR 106.44
- 34 CFR 106.45
- 34 CFR 106.71
- 34 CFR Part 99
- 34 CFR 106.30
- 34 CFR 106.8
- 34 CFR Part 100
- 34 CFR Part 104
- 28 CFR Part 41
- 28 CFR Part 35

34 U.S.C. 12291 - Definitions/Grant Provisions

20 U.S.C. 1092 - Institutional and Financial Assistance for Students

18 Pa. C.S.A. 2709 - PA Code Harassment

20 U.S.C. 1400 et seq. - Individual with Disabilities Education Act

U.S. Const. Amend. I

Bostock v. Clayton County, 590 U.S., 140 S. Ct. 1731 (2020)

Davis v. Monroe County Board of Education, 526 U.S. 629 (1999)

Franklin v. Gwinnett County Public Schools, 503 U.S. 60 (1992)

Gebser v. Lago Vista Independent School District, 524 U.S. 274 (1998)

Office for Civil Rights - Resources for Addressing Racial Harassment

Policies:

113, 113.1, 113.2, 122, 216, 218, 220, 233, 247, 248, 249,
317, 320, 806, 815