

## SCHOOL BOARD

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## ADMINISTRATION

Dr. Chad Briggs, Superintendent  
Dr. Todd Balmer, Asst. Supt.

## **Title IX**

### What is Title IX?

#### Title IX:

- Protects people from discrimination based on sex in education programs or activities that receive Federal financial assistance.
- States that: No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

Sex discrimination for purposes of our Title IX policy occurs when an individual, because of his or her sex, is denied participation in or the benefits of any program or activity receiving federal financial assistance. It includes when the District, as an employer, refuses to hire, disciplines or discharges any individual, or otherwise discriminates against an individual with respect to such individual's compensation, terms, conditions or privileges of employment on the basis of the individual's sex.

Sexual harassment for purposes of our Title IX policy includes any of the three types of misconduct on the basis of sex, all of which jeopardize the equal access to education that Title IX is designed to protect:

1. Any instance of quid pro quo harassment by a school's employee;
2. Any unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it denies a person's equal access to the District's educational programs or activities; or
3. Any instance of sexual assault (as defined in 20 U.S.C.1092 (f)(6)(A)(v)), dating violence (as defined in 34U.S.C. 12291(a)(10)), domestic violence (as defined in 34U.S.C.12291(a)(8)), or stalking, (as defined in 34 U.S.C. 12291(a)(30).

(This definition does not make sexual harassment dependent on the method by which the harassment is carried out.)

### Reporting Procedures/Formal Complaint

Any person may report sex discrimination, including sexual harassment. Such a report may be made in person, by mail, by telephone, or by email, using the contact information listed for the Title IX Coordinators, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report.

### Title IX Coordinators:

Dr. Tamara Swarens, Director of Elementary Curriculum & Student Services: [tswarens@scsc.school](mailto:tswarens@scsc.school)  
Dr. Jessica Waters, Director of Secondary Curriculum & Student Services: [jwaters@scsc.school](mailto:jwaters@scsc.school)