

FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
TITLE IX SEXUAL HARASSMENT FORMAL COMPLAINT

A Complaint of sexual harassment can have serious, life changing consequences. Before Completing this Form, please refer to the District's Board Policies and Administrative Regulations listed below, to determine whether your Complaint falls under a Title IX Sexual Harassment Complaint:

Students – BP and AR 5145.71

Employees – BP and AR 4119.12

Sexual harassment includes, but is not limited to, unwelcome sexual advances, unwanted requests for sexual favors, or other unwanted verbal, visual, or physical conduct of a sexual nature made against another person of the same or opposite sex in the educational setting, under any of the following conditions:

1. Submission to the conduct is explicitly or implicitly made a term or condition of a student's academic status or progress.
2. Submission to or rejection of the conduct by a student is used as the basis for academic decisions affecting the student.
3. The conduct has the purpose or effect of having a negative impact on the student's academic performance or of creating an intimidating, hostile, or offensive educational environment.
4. Submission to or rejection of the conduct by the student is used as the basis for any decision affecting the student regarding benefits and services, honors, programs, or activities available at or through any district program or activity.

Any prohibited conduct that occurs off campus or outside of school-related or school-sponsored programs or activities will be regarded as sexual harassment in violation of district policy if it has a continuing effect on or creates a hostile school environment for the complainant or victim of the conduct.

Examples of types of conduct which are prohibited in the District and which may constitute sexual harassment under state and/or federal law, in accordance with the definitions above, include, but are not limited to:

1. Unwelcome leering, sexual flirtations, or propositions
2. Unwelcome sexual slurs, epithets, threats, verbal abuse, derogatory comments, or sexually degrading descriptions
3. Graphic verbal comments about an individual's body or overly personal conversation
4. Sexual jokes, derogatory posters, notes, stories, cartoons, drawings, pictures, obscene gestures, or computer-generated images of a sexual nature
5. Spreading sexual rumors
6. Teasing or sexual remarks about students enrolled in a predominantly single-sex class
7. Massaging, grabbing, fondling, stroking, or brushing the body
8. Touching an individual's body or clothes in a sexual way
9. Impeding or blocking movements or any physical interference with school activities when directed at an individual on the basis of sex
10. Displaying sexually suggestive objects

- 11. Sexual assault, sexual battery, or sexual coercion
- 12. Electronic communications containing comments, words, or images described above

If you wish to submit a Complaint of Sexual Harassment to the District, please complete and sign the remainder of this form and submit it to the appropriate Title IX Coordinator below:

Don Ogden, Associate Superintendent, Human Resources (Employees)
 dogden@fcusd.org

Jim Huber, Ed.D., Assistant Superintendent, Educational Services (Students)
 jhuber@fcusd.org

1965 Birkmont Drive
 Rancho Cordova, CA 95742
 (916) 294-9000
 Fax: (916) 294-9020

Please contact the Title IX Coordinator if you have any questions regarding the process for filing or investigating Formal Complaints of Title IX Sexual Harassment.

Complainant Name:	Address:
Telephone:	Email Address:
Respondent(s) Name(s):	Respondent(s) Relationship(s) to the Complainant:

1. What is your role in the District?

- Student
- Employee
- Other: _____

***Note: An individual must be currently enrolled, working, or otherwise participating or attempting to participate in the District's "education program or activity," meaning locations, events, or circumstances over which the school exercises substantial control, including any building owned or controlled by a student organization that is officially recognized by the District, in order to be within the scope of the District's Title IX Sexual Harassment Complaint Procedures. Complaints by other individuals may be able to be*

filed under other anti-discrimination and harassment policies and procedures of the District.

2. Is/are the Respondent(s) enrolled or employed by the District and, if so, what is/are the Respondent(s) role(s) with the District (check all that apply)?

- Student(s)
- Employee(s)
- Other: _____

Not enrolled in or employed by the District

***Note: The District may dismiss a formal complaint or allegation if the Respondent is no longer enrolled or employed by the District.*

3. Where did the alleged conduct occur?

***Note: Conduct must occur in the United States and within the District's "education program or activity," meaning locations, events, or circumstances over which the school exercises substantial control, including any building owned or controlled by a student organization that is officially recognized by the District, in order to be within the scope of the District's Title IX Sexual Harassment Complaint Procedures. Conduct occurring elsewhere may be able to be filed under other anti-discrimination and harassment policies and procedures of the District.*

4. Check the box(es) below that best describe(s) the alleged incident (Note: may include online misconduct)

- Hostile Environment Sexual Harassment - Sexual harassment that is so severe, pervasive, and objectively offensive that it effectively denied you equal access to the school's education program or activity
- Stalking
- Sexual Assault
- Domestic Violence
- Dating Violence
- An employee of the District conditioned an aid, service, or benefit on your participation in unwelcome sexual conduct (quid pro quo sexual harassment)
- Other: _____

5. Date(s) of Incident(s) (or time frame during which behavior persisted): _____

6. Describe the alleged incident(s) with as much detail as possible including the place it occurred, date, time, and individuals involved (additional pages may be attached as needed):

Retaliation

Neither the District nor any other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or the District's Title IX policies or procedures, or because an individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an Title IX investigation, proceeding, or hearing. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or Title IX Sexual Harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or Formal Complaint of Title IX Sexual Harassment, for the purpose of interfering with any right or privilege secured by Title IX or the District's Title IX policies or procedures, constitutes retaliation. Complaints alleging retaliation may be filed according to the District Board Policy and Administrative Regulation 1312.3, Uniform Complaint Procedure, or Board Policy and Administrative Regulation 4030, Nondiscrimination in Employment.

Informal Resolution Option

The District offers a Title IX Informal Resolution process to resolve allegations of Title IX Sexual Harassment other than those involving an allegation of harassment of a student by an employee.

This process does not include a full investigation and determination, but instead involves facilitation or mediation between the parties. You will be contacted about the option to participate in voluntary Informal Resolution, if applicable.

By signing this document, I assert that the information listed above is true to the best of my knowledge and that I am requesting the District investigate this Formal Complaint of Title IX Sexual Harassment.

Name: _____

Signature: _____

Date: _____