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## ADMINISTRATIVE POLICY

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### HUMAN RESOURCES

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#### SUMMARY

Title IX of the 1972 Educational Amendments of the Civil Rights Act of 1964 states in part 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.” Salem-Keizer School District does not discriminate on the basis of sex and prohibits sex discrimination in its educational programs and activities, as required by Title IX, including in admission and employment.

#### DEFINITIONS

##### Sex Discrimination

Discrimination based on an individual’s sex, including sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity.

##### Sex-Based Harassment

A form of sex discrimination that includes sexual harassment and other harassment on the basis of sex, including on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity that is:

-Quid Pro Quo Harassment: An employee, agent, or other person authorized by the District to provide an aid, benefit, or service under the District’s educational program or activity conditioning (either explicitly or impliedly) the provision of such an aid, benefit, or service on the person’s participation in unwelcome sexual conduct; or

-Hostile Environment Harassment: Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person’s ability to participate in or benefit from the District’s educational program or activity; or Sexual assault, dating violence, domestic violence or stalking.<sup>1</sup>

Education program or activity includes locations, events, or circumstances over which the District exercised substantial control over both the respondent and the context in which the sexual harassment occurred

#### INSTRUCTION

1. The District will adopt and publish grievance procedures that provide for the prompt and equitable resolution of student and employee complaints alleging any action that would be prohibited by this policy. See HUM-P020, Title IX Sex Discrimination Grievance Procedure.
2. The District shall provide notice to all applicants for admission and employment, students, parents or legal guardians, employees, and all unions holding collective bargaining agreements with the District:
  - The name or title, office address, email address, and telephone number of the Title IX Coordinator(s); and
  - That the District does not discriminate on the basis of sex and prohibits sex discrimination in the education program or activity that it operates, as required by Title IX. This includes admissions and employment.
  - Of the grievance procedure and process, how to inquire about Title IX, how to file a formal complaint of sex discrimination or sexual harassment, and how the District will respond to complaints.

3. Anyone who has questions about Title IX or wishes to report a Title IX complaint may contact the Title IX Coordinator(s): <https://salkeiz.k12.or.us/careers/nondiscrimination-title-ix>.<sup>2</sup>

**APPLICABILITY**

- All employees.

**ASSOCIATED DOCUMENTS**

- HUM-P020, Title IX Sexual Harassment Grievance Procedure

**APPROVAL AUTHORITY**

- Executive Director of Human Resources

**REVISION HISTORY**

- 8/24/20 – Original approval
- 5/18/22 – Added information about reporting to US Department of Education
- 8/19/24 – Revisions to entire document to comply with new Title IX regulations

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<sup>1</sup> ‘Sexual assault’ as defined in 20 U.S.C. 1092(f)(6)(A)(v), ‘dating violence’ as defined in 34 U.S.C. 12291(a)(10), ‘domestic violence’ as defined in 34 U.S.C. 12291(a)(8), or ‘stalking’ as defined in 34 U.S.C. 12291(a)(30).

<sup>2</sup>Inquiries can be made to the Assistant Secretary of the US Department of Education (34 CFR Part 106.8(b)(1)).