

**Exhibit (1) 5145.71 Title IX Sexual Harassment Complaint**

**Status: ADOPTED**

**Original Adopted Date:** 08/28/2024

**Last Revised Date:** 08/28/2024

**NOTICE OF TITLE IX SEXUAL HARASSMENT POLICY**

The Code of Federal Regulations, Title 34, Section 106.8 requires the district to issue the following notification to students at all grade levels and their parents/guardians:

The district does not discriminate on the basis of sex in any education program or activity that it operates. The prohibition against discrimination on the basis of sex is required by federal law (20 USC 1681-1688; 34 CFR Part 106) and extends to employment. The district also prohibits retaliation against any student for filing a complaint or exercising any right granted under Title IX.

Title IX requires a school district to take immediate and appropriate action to address any potential Title IX violations that are brought to its attention. Any inquiries about the application of Title IX, this notice, and who is protected by Title IX may be referred to the district's Title IX Coordinator, to the Assistant Secretary for Civil Rights of the U.S. Department of Education or both.

The district has designated and authorized the following employee as the district's Title IX Coordinator to address concerns or inquiries regarding discrimination on the basis of sex, including sexual harassment, sexual assault, dating violence, domestic violence, and stalking:

Coordinator III – Human Resources  
1901 Arena Blvd.  
Sacramento, CA 95834  
(916) 561-5253  
customerservice@natomasunified.org

Any individual may report sex discrimination, including sexual harassment, to the Title IX Coordinator or any other school employee at any time, including during non-business hours, by mail, phone, or email. During district business hours, reports may also be made in person. Upon receiving an allegation of sexual harassment, the Title IX Coordinator will promptly notify the parties, in writing, of the applicable district complaint procedure.

To view an electronic copy of the district's policies and administrative regulations on sexual harassment, including the grievance process that complies with 34 CFR 106.45, please see BP/AR 5145.7 - Sexual Harassment and AR 5145.71 - Title IX Sexual Harassment Complaint Procedures on the district's web site at [www.natomasunified.org](http://www.natomasunified.org).

To inspect or obtain a copy of the district's sexual harassment policies and administrative

regulations, please contact: [customerservice@natomasunified.org](mailto:customerservice@natomasunified.org).

Materials used to train the Title IX Coordinator, investigator(s), decision-maker(s), and any person who facilitates an informal resolution process are also publicly available on the district's web site or at the district office upon request.

08/28/2024

**Policy Reference Disclaimer:**

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

**State**

[5 CCR 4600-4670](#)

[5 CCR 4900-4965](#)

[Civ. Code 1714.1](#)

[Civ. Code 51.9](#)

[Ed. Code 200-262.4](#)

[Ed. Code 200-262.4](#)

[Ed. Code 48900](#)

[Ed. Code 48900.2](#)

[Ed. Code 48985](#)

[Gov. Code 12950.1](#)

**Federal**

[20 USC 1092](#)

[20 USC 1221](#)

[20 USC 1232g](#)

[20 USC 1681-1688](#)

[34 CFR 106.1-106.82](#)

[34 CFR 99.1-99.67](#)

[34 USC 12291](#)

[42 USC 1983](#)

[42 USC 2000d-2000d-7](#)

[42 USC 2000e-2000e-17](#)

**Management Resources**

[Court Decision](#)

[Court Decision](#)

[Court Decision](#)

[Court Decision](#)

[Court Decision](#)

**Description**

[Uniform complaint procedures](#)

[Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance](#)

[Liability of parent or guardian for act of willful misconduct by a minor](#)

[Liability for sexual harassment; business, service and professional relationships](#)

[Prohibition of discrimination on the basis of sex](#)

[Prohibition of discrimination](#)

[Grounds for suspension or expulsion](#)

[Additional grounds for suspension or expulsion; sexual harassment](#)

[Notices to parents in language other than English](#)

[Sexual harassment training](#)

**Description**

[Definition of sexual assault](#)

[Application of laws](#)

[Family Educational Rights and Privacy Act \(FERPA\) of 1974](#)

[Title IX of the Education Amendments of 1972;](#)

[discrimination based on sex](#)

[Nondiscrimination on the basis of sex in education programs](#)

[Family Educational Rights and Privacy](#)

[Definition of dating violence, domestic violence, and stalking](#)

[Civil action for deprivation of rights](#)

[Title VI, Civil Rights Act of 1964](#)

[Title VII, Civil Rights Act of 1964, as amended](#)

**Description**

[Davis v. Monroe County Board of Education \(1999\) 526 U.S. 629](#)

[Doe v. Petaluma City School District \(1995, 9th Cir.\) 54 F.3d 1447](#)

[Gebser v. Lago Vista Independent School District \(1998\) 524 U.S. 274](#)

[Oona by Kate S. v. McCaffrey \(1998, 9th Cir.\) 143 F.3d 473](#)

[Reese v. Jefferson School District \(2001, 9th Cir.\) 208 F.3d 736](#)

<a href="#"><u>Court Decision</u></a>	<a href="#"><u>Donovan v. Poway Unified School District (2008) 167 Cal.App.4th 567</u></a>
<a href="#"><u>Court Decision</u></a>	<a href="#"><u>Flores v. Morgan Hill Unified School District (2003, 9th Cir.) 324 F.3d 1130</u></a>
<a href="#"><u>CSBA Publication</u></a>	<a href="#"><u>Providing a Safe, Nondiscriminatory School Environment for Transgender and Gender-Nonconforming Students, Policy Brief, February 2014</u></a>
<a href="#"><u>CSBA Publication</u></a>	<a href="#"><u>Safe Schools: Strategies for Governing Boards to Ensure Student Success, 2011</u></a>
<a href="#"><u>Federal Register</u></a>	<a href="#"><u>Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, May 19, 2020, Vol. 85, No. 97, pages 30026-30579</u></a>
<a href="#"><u>U.S. DOE, Office for Civil Rights Publication</u></a>	<a href="#"><u>Sexual Harassment: It's Not Academic, September 2008</u></a>
<a href="#"><u>U.S. DOE, Office for Civil Rights Publication</u></a>	<a href="#"><u>Q&amp;A on Campus Sexual Misconduct, September 2017</u></a>
<a href="#"><u>U.S. DOE, Office for Civil Rights Publication</u></a>	<a href="#"><u>Revised Sexual Harassment Guidance: Harassment of Students by School Employees, Other Students, or Third Parties, January 2001</u></a>
<a href="#"><u>U.S. DOE, Office for Civil Rights Publication</u></a>	<a href="#"><u>Dear Colleague Letter: Title IX Coordinators, April 2015</u></a>
<a href="#"><u>U.S. DOE, Office for Civil Rights Publication</u></a>	<a href="#"><u>Examples of Policies and Emerging Practices for Supporting Transgender Students, May 2016</u></a>
<a href="#"><u>Website</u></a>	<a href="#"><u>CSBA District and County Office of Education Legal Services</u></a>
<a href="#"><u>Website</u></a>	<a href="#"><u>California Department of Education</u></a>
<a href="#"><u>Website</u></a>	<a href="#"><u>CSBA</u></a>
<a href="#"><u>Website</u></a>	<a href="#"><u>U.S. Department of Education, Office for Civil Rights</u></a>

**Cross References**

<b><u>Code</u></b>	<b><u>Description</u></b>
<a href="#"><u>0410</u></a>	<a href="#"><u>Nondiscrimination In District Programs And Activities</u></a>
<a href="#"><u>1312.3</u></a>	<a href="#"><u>Uniform Complaint Procedures</u></a>
<a href="#"><u>1312.3</u></a>	<a href="#"><u>Uniform Complaint Procedures</u></a>
<a href="#"><u>1312.3-E(1)</u></a>	<a href="#"><u>Uniform Complaint Procedures</u></a>
<a href="#"><u>1312.3-E(2)</u></a>	<a href="#"><u>Uniform Complaint Procedures</u></a>
<a href="#"><u>1313</u></a>	<a href="#"><u>Civility</u></a>
<a href="#"><u>3552</u></a>	<a href="#"><u>Summer Meal Program</u></a>
<a href="#"><u>3552</u></a>	<a href="#"><u>Summer Meal Program</u></a>
<a href="#"><u>3580</u></a>	<a href="#"><u>District Records</u></a>
<a href="#"><u>3580</u></a>	<a href="#"><u>District Records</u></a>
<a href="#"><u>4117.7</u></a>	<a href="#"><u>Employment Status Reports</u></a>
<a href="#"><u>4118</u></a>	<a href="#"><u>Dismissal/Suspension/Disciplinary Action</u></a>
<a href="#"><u>4118</u></a>	<a href="#"><u>Dismissal/Suspension/Disciplinary Action</u></a>
<a href="#"><u>4119.11</u></a>	<a href="#"><u>Sexual Harassment</u></a>
<a href="#"><u>4119.11</u></a>	<a href="#"><u>Sexual Harassment</u></a>
<a href="#"><u>4131</u></a>	<a href="#"><u>Staff Development</u></a>
<a href="#"><u>4218</u></a>	<a href="#"><u>Dismissal/Suspension/Disciplinary Action</u></a>
<a href="#"><u>4218</u></a>	<a href="#"><u>Dismissal/Suspension/Disciplinary Action</u></a>
<a href="#"><u>4219.11</u></a>	<a href="#"><u>Sexual Harassment</u></a>
<a href="#"><u>4219.11</u></a>	<a href="#"><u>Sexual Harassment</u></a>
<a href="#"><u>4317.7</u></a>	<a href="#"><u>Employment Status Reports</u></a>
<a href="#"><u>4319.11</u></a>	<a href="#"><u>Sexual Harassment</u></a>
<a href="#"><u>4319.11</u></a>	<a href="#"><u>Sexual Harassment</u></a>
<a href="#"><u>5030</u></a>	<a href="#"><u>Student Wellness</u></a>
<a href="#"><u>5141.4</u></a>	<a href="#"><u>Child Abuse Prevention And Reporting</u></a>
<a href="#"><u>5141.4</u></a>	<a href="#"><u>Child Abuse Prevention And Reporting</u></a>

<u>5141.52</u>	<u>Suicide Prevention</u>
<u>5141.52</u>	<u>Suicide Prevention</u>
<u>5144</u>	<u>Discipline</u>
<u>5144</u>	<u>Discipline</u>
<u>5144.1</u>	<u>Suspension And Expulsion/Due Process</u>
<u>5144.1</u>	<u>Suspension And Expulsion/Due Process</u>
<u>5145.3</u>	<u>Nondiscrimination/Harassment</u>
<u>5145.3</u>	<u>Nondiscrimination/Harassment</u>
<u>5145.7</u>	<u>Sexual Harassment</u>
<u>5145.7</u>	<u>Sexual Harassment</u>
<u>5145.9</u>	<u>Hate-Motivated Behavior</u>
<u>6145</u>	<u>Extracurricular And Cocurricular Activities</u>
<u>6145</u>	<u>Extracurricular And Cocurricular Activities</u>
<u>6159</u>	<u>Individualized Education Program</u>
<u>6159</u>	<u>Individualized Education Program</u>
<u>6164.5</u>	<u>Student Success Teams</u>
<u>6164.5</u>	<u>Student Success Teams</u>
<u>6164.6</u>	<u>Identification And Education Under Section 504</u>
<u>6164.6</u>	<u>Identification And Education Under Section 504</u>