

**COHASSET PUBLIC SCHOOLS**  
**GRIEVANCE PROCEDURES FOR COMPLAINTS OF SEX DISCRIMINATION**  
**UNDER TITLE IX OF THE EDUCATION AMENDMENTS OF 1972**

**I. Overview**

The Cohasset Public Schools is committed to maintaining a school environment that is free of **sex discrimination**, including **sex-based harassment** and **retaliation**. **Sex discrimination** in any form and for any reason is prohibited.

Cohasset Public Schools (CPS) has adopted these grievance procedures, which provide for the prompt and equitable resolution of **complaints of sex discrimination**, including **complaints of sex-based harassment** (which is a form of **sex discrimination**) and **retaliation**, made by students, employees or other individuals who are participating or attempting to participate in the CPS education program or activity, or by the Title IX Coordinator, alleging any action that would be prohibited by Title IX of the Education Amendments of 1972 or Title IX regulations.

CPS will address a sex-based hostile environment under its education program or activity, when the conduct alleged to be contributing to the hostile environment is a combination of conduct occurring within and outside of its education program or activity.

These grievance procedures are initiated by the filing of a **complaint**, which is described below. Any terms indicated in **bold** type herein are defined in the attached APPENDIX OF DEFINITIONS.

**A. CPS Title IX Coordinator**

The CPS Title IX Coordinator for the 2024-2025 school year is:

Dr. Leslie Scollins  
Assistant Superintendent  
143 Pond Street  
Cohasset, MA 02025  
781-383-4120  
[lscollins@cohassetk12.org](mailto:lscollins@cohassetk12.org)

The CPS Title IX Coordinator, whose contact information can be also be accessed here ([CPS Title IX Coordinator Contact Information](#)), is the District representative who is responsible for the coordination and oversight of the District's compliance with Title IX and its regulations.

**B. Scope**

The Title IX Grievance Procedure has been developed in accordance with the revised Title IX regulations, 34 CFR Part 106, effective August 1, 2024, which mandate specific procedures for responding to and investigating allegations of **sex discrimination**, including allegations of **sex-based harassment** and **retaliation**.

The Title IX Grievance Procedure applies only to **complaints** alleging **sex discrimination** under

Title IX, including **sex-based harassment** and **retaliation**, which are defined in the APPENDIX OF DEFINITIONS.

Reports that allege conduct covered by one or more of these definitions will be investigated under this grievance procedure. Reports of conduct that do **not** include Title IX allegations will be investigated, but under other procedures applicable to such reports. Any individual making a report of prohibited conduct not covered by this grievance procedure will be directed to the applicable procedure or procedures.

### **C. Reports of Sex Discrimination, Sex-Based Harassment or Retaliation**

Any person may make a report alleging **sex discrimination, sex-based harassment** or **retaliation**.

Individuals are encouraged to make such reports to the Title IX Coordinator, whose contact information may be accessed at [CPS website](#).

If an individual makes a report to a district employee other than the Title IX Coordinator, that employee in turn will respond by promptly notifying the Title IX Coordinator.

NOTE: If a reporter makes a report to a **confidential employee**, the **confidential employee** will (i) explain to the reporter the employee's status as a **confidential employee**, (ii) indicate how the reporter can contact the Title IX Coordinator, who can explain **supportive measures**, the grievance procedure, investigation and, if applicable, the informal resolution process and (iii) indicate how the reporter can file a **complaint**.

**Confidential employees** are those individuals serving as school psychologists or school adjustment counselors. Their contact information is available under each school's staff directory.

Any district employee that observes conduct that may constitute **sex discrimination**, including **sex-based harassment** or **retaliation**, has an obligation to promptly report such conduct to their Principal or to the Title IX Coordinator.

If the allegation involves the Title IX Coordinator, the individual may report such conduct to the Superintendent of Schools, whose contact information may be accessed at [CPS website](#). In such cases the Superintendent will designate an alternative individual to serve in the place of the Title IX Coordinator.

The District will respond to all such reports, whether transmitted directly by the individual or through a school employee, in a prompt and equitable manner. Upon receipt of a report, the Title IX Coordinator will:

- Promptly and confidentially contact the **complainant** to discuss the availability of **supportive measures**;
- Inform the **complainant** of the availability of **supportive measures** with or without the filing of a **complaint**

- Consider the **complainant's** wishes with respect to **supportive measures**;
- If the district does not provide the **complainant** with **supportive measures**, document the reasons why such response was reasonable; and
- Explain to the **complainant** the process for filing a Title IX **complaint**. Only the filing of a **complaint** (as distinguished from a report) of **sex discrimination, sex-based harassment or retaliation** will trigger this grievance process, outlined in Section II.

If a report either takes the form of a **complaint** or results in the filing of a **complaint**, the grievance procedures as set forth below will be implemented.

## II. Grievance Procedures

These Grievance Procedures are initiated when a **complaint** is filed.

### A. Who may file a complaint

The following persons have a right to make a **complaint** of **sex discrimination**, including **complaints** of **sex-based harassment** (which is a form of **sex discrimination**) and **retaliation**, requesting that CPS investigate and make a determination about alleged discrimination under Title IX: (i) A **complainant**; or (ii) A parent, guardian, or other authorized legal representative with the legal right to act on behalf of a **complainant**.

In addition, if a **complaint** is not filed by the above persons, but the Title IX Coordinator is notified of conduct that reasonably may constitute **sex discrimination** and in the absence of a **complaint**, the Title IX Coordinator will decide either to (1) initiate a **complaint** that complies with these grievance procedures or (2) respond in another manner that is prompt, effective and appropriate under the circumstances, to ensure that **sex discrimination** does not continue or recur within CPS's education program or activity.

Note: In determining whether to initiate a **complaint**, the Title IX Coordinator will consider factors including the **complainant's** request not to proceed with a **complaint**, the **complainant's** reasonable safety concerns, risk of additional acts of **sex discrimination** occurring if a **complaint** is not initiated, the severity of the alleged conduct, whether the conduct if proven would lead to the removal of the **respondent** from campus, ages of the parties, relationship of the parties, whether the **respondent** is an employee, the scope of the alleged conduct, whether there are multiple parties, the availability of evidence to assist in making findings and a determination of responsibility, and whether CPS could end the alleged conduct and prevent its recurrence without initiating the grievance procedures. If the Title IX Coordinator does decide to initiate a **complaint**, they will notify the **complainant** prior to doing so and appropriately address reasonable safety concerns.

With respect to **complaints** of **sex discrimination** other than **sex-based harassment** or **retaliation**, in addition to the persons listed above, the following persons have a right to make a **complaint**: (i) Any student or employee; or (ii) any person other than a student or employee who was participating or attempting to participate in CPS's education program or activity at the time of the alleged **sex discrimination**.

**Complaints** can be made to the Title IX Coordinator, either verbally or in writing. **Complainants** are encouraged but not required to use the **complaint** form that is available at ([Complaint Form](#)). If a **complaint** is made to a CPS employee other than the Title IX Coordinator, that employee will then refer the **complaint** to the Title IX Coordinator.

CPS may consolidate **complaints** of **sex discrimination** against more than one **respondent**, or by more than one **complainant** against one or more **respondents**, or by one **party** against another **party**, when the allegations arise out of the same facts or circumstances. **Complaints** will not be consolidated if such consolidation would violation the Family Educational Rights and Privacy Act (FERPA).

### **B. Basic Requirements of the Title IX Grievance Procedure**

CPS will treat **complainants** and **respondents** equitably.

CPS requires that any Title IX Coordinator, investigator, decision-maker or appeal officer not have a conflict of interest or bias for or against **complainants** or **respondents** generally or an individual **complainant** or **respondent**. A decision maker may be the same person as the Title IX Coordinator or the investigator.

CPS presumes that the **respondent** is not responsible for the alleged **sex discrimination** until a determination is made at the conclusion of the grievance procedures.

CPS has established the following timelines for the completion of major stages of the grievance procedure:

- Evaluation as to whether to dismiss or investigate a **complaint**: Completed within 10 school days of **complaint**
- Investigation: Completed within 30 school days of **complaint**
- Determination of responsibility: Completed within 45 school days of **complaint**
- Appeal (if any): Completed within 60 school days of **complaint**

Reasonable extensions of time may be provided on a case-by-case basis for good cause with notice to the parties indicating the reason for the delay. For example, an extension may occur because of prolonged impairment or unavailability of a **party**, witness, investigator or decision maker; an ongoing law enforcement investigation; or request by another government agency (e.g. District Attorney, US Attorney, Department of Children and Families) to exercise forbearance.

CPS will take reasonable steps to protect the privacy of parties and witnesses during the grievance procedures. These steps will not restrict the ability of the parties to obtain and present evidence, including by speaking to witnesses, consulting with family members, confidential resources or advisors, or otherwise prepare for or participate in the grievance procedure.

CPS prohibits **retaliation** against any **party** or witness. The act of **retaliation**, apart from any act of discrimination or harassment, is itself grounds for **disciplinary sanctions** if appropriate.

### C. Notice of Allegations

Upon the initiation of these grievance procedures, CPS will notify each **party** of the following:

- CPS Title IX grievance procedures and the informal resolution process, if applicable.

Note: In lieu of resolving a **complaint** through the grievance procedures, the parties may instead elect to participate in an informal resolution process. However, the informal resolution process cannot be used in instances where the **complaint** involves allegations that an employee engaged in **sex-based harassment** of a student, or when such a process would conflict with Federal, State or local law.

- Sufficient information available at the time to allow the parties to respond to the allegations, including the identities of the parties involved in the incident(s), the conduct alleged to include **sex discrimination**, and the date(s) and location(s) of the alleged incident(s)
- **Retaliation** is prohibited
- The parties are entitled to an equal opportunity access the **relevant** and not otherwise impermissible evidence or an accurate description of this evidence

Note: If CPS provides a description of the evidence, a **party**, upon request, will be provided access to the evidence.

If CPS decides to investigate additional allegations that are not included in the notice, it will notify each **party** of the additional allegations.

### D. Dismissal of a Complaint and Appeal of Dismissal Decision

CPS may dismiss a **complaint** if:

- CPS is unable to identify the **respondent** after taking reasonable steps to do so;
- The **respondent** is not participating in CPS's education program or activity and is not employed by CPS;
- CPS determines that the conduct as alleged, even if proven, would not constitute **sex discrimination**. Before dismissing the **complaint**, CPS will make reasonable efforts to clarify the allegations with the **complainant**.

NOTE: If the alleged conduct, while not constituting **sex discrimination**, meets the definition of other prohibited conduct, the alleged conduct will be investigated under procedures applicable to such alleged prohibited conduct.

- The **complainant** voluntarily withdraws part or all of the **complaint** and the Title IX Coordinator declines to initiate a **complaint**, and CPS determines that, without the

**complainant's** withdrawn allegations, the conduct (if any) that remains alleged in the **complaint** would not constitute **sex discrimination** under Title IX even if proven.

Upon dismissal, CPS will promptly notify the **complainant** of the dismissal and of the basis therefor. If the dismissal occurs after the **respondent** has been notified of the allegations, CPS will also notify the **respondent** of the dismissal and the basis for the dismissal promptly following notification to the **complainant**, or simultaneously if notification is in writing.

CPS will notify the **complainant** that a dismissal may be appealed and will provide the **complainant** with an opportunity to appeal the dismissal of the **complaint**. If the dismissal occurs after the **respondent** has been notified of the allegations, then CPS will also notify the **respondent** that the dismissal may be appealed. Dismissals may be appealed on the following grounds:

- Procedural irregularity that would change the outcome;
- New evidence that would change the outcome and was not reasonably available at the time of dismissal;
- The Title IX Coordinator, investigator or decision maker had a conflict of interest or bias that would change the outcome

If the dismissal is appealed, CPS will:

- Notify the parties
- Implement appeal procedures equally to the parties
- Ensure that the appeal officer did not take part in the investigation or dismissal
- Ensure that the appeal officer has received Title IX training
- Provide the parties a reasonable and equal opportunity to make a statement supporting or challenging the outcome
- Notify the parties of the appeal decision and rationale therefor.

When the **complaint** is dismissed, CPS will, at a minimum:

- Offer **supportive measures** to the **complainant** as appropriate;
- If the **respondent** has been notified of the allegations, offer **supportive measures** to the **respondent** as appropriate;
- Take other prompt and effective steps as appropriate, through the Title IX Coordinator, to ensure that **sex discrimination** does not continue or recur in CPS's education program or activity.

### **E. Supportive Measures**

If a **complaint** is filed, CPS will offer and coordinate **supportive measures** as appropriate for the **complainant** and **respondent** to restore or preserve that person's access to CPS's education program or activity or provide support during the Title IX grievance procedures or during the informal resolution process.

If no **complaint** is filed, the **supportive measures** will be offered as appropriate to the **complainant**.

**Supportive measures** may include counseling; extensions of deadlines and other course-related adjustments; campus escort services; increased security and monitoring of certain areas of the campus; restrictions on contact applied to one or more parties; leaves of absence; changes in schedule, class, work, extracurricular or any other activity, regardless of whether there is or is not a comparable alternative; and training and education programs related to **sex-based harassment**.

**Supportive measures** must not unreasonably burden either **party** and must be designed to protect the safety of the parties or the recipient's educational environment, or to provide support during the recipient's grievance procedures or during the informal resolution process. **Supportive measures** will not be imposed for punitive or disciplinary reasons.

**Supportive measures** may be modified, terminated or continued as appropriate upon the conclusion of the grievance procedure or informal resolution process.

### **F. Informal Resolution Process**

In lieu of a determination of whether **sex discrimination** occurred, in certain circumstances CPS may offer the **complainant** and **respondent** a voluntary informal resolution process, which will be undertaken only if CPS offers it and only if both parties agree. This process will not be available if the **complaint** includes allegations that an employee engaged in **sex-based harassment** of an elementary school or secondary school student or such a process would conflict with Federal, State or local law.

### **G. Investigation**

CPS will provide for adequate, reliable and impartial investigation of **complaints**.

The burden is on CPS, not on the parties, to conduct an investigation that gathers sufficient **relevant** and not otherwise impermissible evidence, to enable CPS to make a determination as to whether **sex discrimination** has occurred.

CPS will review all evidence gathered through the investigation and determine what evidence is **relevant** and what evidence is impermissible regardless of relevance.

The following types of evidence, and questions seeking that evidence, are impermissible. Such evidence will not be sought, accessed, considered or used (except where permitted by an exception set forth below) regardless of whether it is **relevant**:

- Evidence that is protected under a privilege recognized by Federal or State law

- o Exception: the person to whom the privilege is owed has waived the privilege
- Evidence provided to a **confidential employee**
  - o Exception: the person to whom confidentiality is owed has waived confidentiality
- A **party's** or witness' records that are made or maintained by a health care provider, in connection with the provision of treatment to the **party** or witness
  - o Exception: the **party** or witness has provided voluntary, written consent for such evidence to be used in the grievance procedures
- Evidence that relates to the **complainant's** sexual interests or prior sexual conduct
  - o Exception: Evidence about the **complainant's** prior sexual conduct is offered to prove that someone other than the **respondent** committed the alleged conduct
  - o Exception: Evidence about specific incidents of the **complainant's** prior sexual conduct with the **respondent** is offered to prove consent of the alleged **sex-based harassment**. The fact of prior consensual sex between the **complainant** and **respondent** does not alone demonstrate or imply the **complainant's** consent to the complained about conduct or preclude a determination that **sex-based harassment** occurred.

Questioning of parties and witnesses will include inquiries designed to enable CPS to adequately assess their credibility to the extent credibility is in issue and **relevant** to evaluating the allegations of **sex discrimination**. For example, questioning may include exploration of opportunity to observe, ability to perceive and communicate events accurately, inquiry of percipient witnesses, exploration of internal and external consistency of testimony and examination of contemporaneous records.

CPS will provide each **party**, before a determination of responsibility is made, an equal opportunity to present fact witnesses and to submit inculpatory and exculpatory evidence that is **relevant** and not otherwise impermissible

CPS will provide each **party** with a reasonable and equal opportunity to access the **relevant** and not otherwise impermissible evidence, before a determination of responsibility is made, in the following manner:

- CPS will provide an equal opportunity to access the evidence or an accurate description of the evidence. If CPS provides a description of the evidence, then upon request of a **party**, CPS will provide access to the evidence.
- CPS will provide a reasonable opportunity to respond to the evidence or description thereof.
- CPS will take reasonable steps to prevent and address the parties' unauthorized disclosure of information and evidence obtained solely through the grievance procedures. Disclosure of such information and evidence for purposes of administrative proceedings or litigation related to the **complaint** of **sex discrimination** are authorized.



## **H. Determination of whether sex discrimination occurred**

CPS will objectively evaluate all evidence, both inculpatory and exculpatory, that is **relevant** and not otherwise impermissible, to determine responsibility. Credibility will not be determined solely on a person's status as a **complainant, respondent** or witness.

The decision maker will consider the **relevant** and not otherwise impermissible evidence in determining whether, based on the preponderance of the evidence standard of proof, **sex discrimination** has occurred. The standard of proof requires the decision maker to evaluate **relevant** and not otherwise impermissible evidence for its persuasiveness. If the decision maker is not persuaded under the applicable standard by the evidence that **sex discrimination** occurred, whatever the quantity of evidence is, the decision maker will not determine that **sex discrimination** occurred.

The decision maker will notify the parties in writing of the determination of whether **sex discrimination** occurred, and the rationale for such determination.

No discipline under Title IX may be imposed unless the decision maker determines that the **respondent** engaged in conduct prohibited by Title IX.

If there is a determination that **sex discrimination** occurred, the Title IX Coordinator will, as appropriate:

- Coordinate the provision and implementation of **remedies** to a **complainant** and other people that CPS identifies as having had equal access to CPS's education program or activity limited or denied by **sex discrimination**
- Coordinate the imposition of any **disciplinary sanctions** on a **respondent**, including notification to the **complainant** as appropriate of any such **disciplinary sanctions**
- Take other appropriate prompt and effective steps to ensure that **sex discrimination** does not continue or recur within CPS's education program or activity.

CPS will comply with the grievance procedures before the imposition of any **disciplinary sanctions** against the **respondent**.

CPS will not discipline a **party** or witness, or others participating in the grievance procedures, for making a false statement or for engaging in consensual sexual conduct based solely on the determination whether **sex discrimination** occurred.

Note: CPS may still address false statements by initiating a disciplinary process under its code of conduct as long as there is evidence independent of the termination of whether **sex discrimination** occurred.

A determination of no responsibility for purposes of Title IX shall not preclude the District from addressing the allegations under any other relevant District policies or procedure(s), including but not limited to, the Civil Rights Grievance Procedure, the Bullying Prevention and Intervention Plan, the Student and Staff Codes of Conduct, and/or a collective bargaining

agreement, nor will it preclude the District from addressing the allegations pursuant to the grievance process set out in Section II of this Procedure. The Title IX Coordinator shall have discretion to make any such referrals and proceed as appropriate in regard to the allegations. In addition, a determination of responsibility for purposes of Title IX shall not preclude the District from making additional determinations of responsibility under any other District policies or procedures, including but not limited to those listed above.

### **I. Disciplinary Sanctions and Remedies**

Following a determination that **sex discrimination** occurred, CPS may impose **disciplinary sanctions** on the **respondent**. These may include restorative justice measures, detention, out of school removal, verbal or written reprimand, reinforcement of expectations, adjustment of performance evaluation components, training, demotion, suspension or dismissal. CPS may also provide **remedies**, which may include coaching, mentoring, training, monitoring, schedule adjustments, counseling support or referrals and/or escorts.

### **J. Appeal**

Other than the opportunity to appeal a **complaint** dismissal, CPS does not make an appeal available for determinations of responsibility or **disciplinary sanctions**, unless appeals are provided otherwise by law (for example, suspensions and terminations under MGL Chapter 71, Sections 42 and 42D, respectively, and student disciplinary removals for greater than ten days).

### **K. Consultation with members of IEP and/or Section 504 Team**

In the course implementing **supportive measures**, informal resolution, and/or a grievance procedure, and throughout the same, if either a **complainant** or **respondent** is an elementary or secondary student with a disability, the Title IX Coordinator must consult with one or more members, as appropriate, of the student's Individualized Education Program (IEP) team, 34 CFR 300.321, if any, or one or more members, as appropriate, of the group of persons responsible for the student's placement decision under 34 CFR 104.35(c), if any, to determine how to comply with the requirements of the Individuals with Disabilities Education Act, 20 U.S.C. 1400 et seq., and Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. 794.

## APPENDIX OF DEFINITIONS

**Complainant:** (1) A student or employee who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX or this part; or (2) A person other than a student or employee who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX or this part and who was participating or attempting to participate in CPS's education program or activity at the time of the alleged sex discrimination.

**Complaint:** an oral or written request to CPS that objectively can be understood as a request for CPS to investigate and make a determination about alleged discrimination under Title IX or its regulations.

**Confidential Employee:** (1) An employee of CPS whose communications are privileged or confidential under Federal or State law. The employee's confidential status, for purposes of this part, is only with respect to information received while the employee is functioning within the scope of their duties to which privilege or confidentiality applies; (2) An employee of CPS whom CPS has designated as confidential under this part for the purpose of providing services to persons related to sex discrimination. If the employee also has a duty not associated with providing those services, the employee's confidential status is only with respect to information received about sex discrimination in connection with providing those services.

**Disciplinary Sanctions:** consequences imposed on a respondent following a determination under Title IX that the respondent violated CPS's prohibition on sex discrimination.

**Party:** a complainant or respondent.

**Relevant:** related to the allegations of sex discrimination under investigation as part of the grievance procedures. Questions are relevant when they seek evidence that may aid in showing whether the alleged sex discrimination occurred, and evidence is relevant when it may aid a decision maker in determining whether the alleged sex discrimination occurred.

**Remedies:** measures provided, as appropriate, to a complainant or any other person CPS identifies as having had their equal access to CPS's education program or activity limited or denied by sex discrimination. These measures are provided to restore or preserve that person's access to CPS's education program or activity after CPS determines that sex discrimination occurred.

**Respondent:** a person who is alleged to have violated CPS's prohibition on sex discrimination.

**Retaliation:** intimidation, threats, coercion, or discrimination against any person by CPS, a student, or an employee or other person authorized by CPS to provide aid, benefit, or service under CPS's education program or activity, for the purpose of interfering with any right or privilege secured by Title IX or its regulations, or because the person has reported information, made a complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under Title IX regulations, including in an informal resolution process, in grievance procedures and in any other actions taken by the Title IX Coordinator under Title IX regulations to act promptly and effectively to end any sex discrimination in CPS's education program or activity, prevent its recurrence and remedy its effects. Nothing in this definition precludes CPS from requiring an employee or other person

authorized by CPS to provide aid, benefit, or service under CPS's education program or activity to participate as a witness in, or otherwise assist with, an investigation, proceeding, or hearing under Title IX regulations.

**Sex Discrimination:** Unfair treatment, exclusion, denial of benefits, or adverse behaviors towards someone based on their gender or sex. This includes discrimination based on sex stereotypes, sex characteristics, pregnancy or related conditions, current, potential or past parental, family or marital status, sexual orientation, gender identity or perceived gender.

**Sex-Based Harassment:** a form of sex discrimination and means sexual harassment and other harassment on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, current, potential or past parental, family or marital status, sexual orientation, gender identity or perceived gender, that is:

- (1) *Quid pro quo harassment.* An employee, agent, or other person authorized by CPS to provide an aid, benefit, or service under CPS's education program or activity explicitly or impliedly conditioning the provision of such an aid, benefit, or service on a person's participation in unwelcome sexual conduct; or
- (2) *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 CPS's education program or activity (i.e., creates a hostile environment). Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the following:
  - (i) The degree to which the conduct affected the complainant's ability to access CPS's education program or activity;
  - (ii) The type, frequency, and duration of the conduct;
  - (iii) The parties' ages, roles within CPS's education program or activity, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct;
  - (iv) The location of the conduct and the context in which the conduct occurred; and
  - (v) Other sex-based harassment in CPS's education program or activity; or
- (3) *Specific offenses.*
  - (i) Sexual assault meaning an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation;
  - (ii) Dating violence meaning violence committed by a person:
    - (A) Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
    - (B) Where the existence of such a relationship shall be determined based on a consideration of the following factors:
      - (1) The length of the relationship;
      - (2) The type of relationship; and
      - (3) The frequency of interaction between the persons involved in the relationship;

- (iii) Domestic violence meaning felony or misdemeanor crimes committed by a person who:
  - (A) Is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction covering CPS, or a person similarly situated to a spouse of the victim;
  - (B) Is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;
  - (C) Shares a child in common with the victim; or
  - (D) Commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction;or
- (iv) Stalking meaning engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
  - (A) Fear for the person's safety or the safety of others; or
  - (B) Suffer substantial emotional distress.

**Supportive measures:** individualized measures offered as appropriate, as reasonably available, without unreasonably burdening a complainant or respondent, not for punitive or disciplinary reasons, and without fee or charge to the complainant or respondent to: (1) Restore or preserve that party's access to CPS's education program or activity, including measures that are designed to protect the safety of the parties or CPS's educational environment; or (2) Provide support during CPS's grievance procedures or during the informal resolution process.