

Students

TITLE IX SEXUAL HARASSMENT COMPLAINT PROCEDURES E 5145.71

NOTICE OF TITLE IX NONDISCRIMINATION

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 or other authorized legal representative:

The district does not discriminate on the basis of sex and prohibits sex discrimination, including sex-based harassment, 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.

The district is required, as specified in Title IX, to take prompt and equitable 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(s) as the district's Title IX Coordinator to address concerns or inquiries regarding discrimination on the basis of sex, including sex-based harassment:

Dr. Allison Steppes
Title IX Coordinator
351 South Hudson Avenue
Pasadena, CA 91109
626-396-3600 x88476
steppes.allison@pusd.us

Any individual may report sex discrimination, including sex-based 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 sex harassment, including sex-based 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

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on sex discrimination, including sex-based harassment, including the grievance process that complies with 34 CFR 106.45, please see Board Policy/Administrative Regulation 5145.7 - Sex Discrimination and Sex-Based Harassment and Administrative Regulation 5145.71 - Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures on the district's website at www.pusd.us.

To inspect or obtain a copy of the district's sex discrimination and sex-based harassment policies and administrative regulations, please contact: [Maria Montoya](mailto:maria.montoya@pusd.us), Superintendent's Office, 626-396-3619; montoya.maria@pusd.us

Materials used to train employees; the Title IX Coordinator; investigator(s), decisionmaker(s), and other person(s) who are responsible for implementing the district's grievance procedures or have the authority to modify or terminate supportive measures; and any person(s) who facilitates an informal resolution process, are available at the district office upon request.

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 200-270

Ed. Code 48900

Ed. Code 48900.2

Ed. Code 48985

Gov. Code 12950.1

Federal

20 USC 1092

20 USC 1221

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](#)

[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

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<i>20 USC 1232g</i>	<i>Family Educational Rights and Privacy Act (FERPA) of 1974</i>
<i>20 USC 1681-1688</i>	<i>Title IX of the Education Amendments of 1972; discrimination based on sex</i>
<i>34 CFR 106.1-106.82</i>	<i>Nondiscrimination on the basis of sex in education programs</i>
<i>34 CFR 99.1-99.67</i>	<i>Family Educational Rights and Privacy</i>
<i>34 USC 12291</i>	<i>Definition of dating violence, domestic violence, and stalking</i>
<i>42 USC 1983</i>	<i>Civil action for deprivation of rights</i>
<i>42 USC 2000d-2000d-7</i>	<i>Title VI, Civil Rights Act of 1964</i>
<i>42 USC 2000e-2000e-17</i>	<i>Title VII, Civil Rights Act of 1964, as amended</i>
<i>U.S. DOJ, FBI Publication</i>	<u>National Incident-Based Reporting System</u>
Management Resources	Description
<i>Court Decision</i>	<i>Davis v. Monroe County Board of Education (1999) 526 U.S. 629</i>
<i>Court Decision</i>	<i>Doe v. Petaluma City School District (1995, 9th Cir.) 54 F.3d 1447</i>
<i>Court Decision</i>	<i>Gebser v. Lago Vista Independent School District (1998) 524 U.S. 274</i>
<i>Court Decision</i>	<i>Oona by Kate S. v. McCaffrey (1998, 9th Cir.) 143 F.3d 473</i>
<i>Court Decision</i>	<i>Reese v. Jefferson School District (2000, 9th Cir.) 208 F.3d 736</i>
<i>Court Decision</i>	<i>Donovan v. Poway Unified School District (2008) 167 Cal.App.4th 567</i>
<i>Court Decision</i>	<i>Flores v. Morgan Hill Unified School District (2003, 9th Cir.) 324 F.3d 1130</i>
<i>CSBA Publication</i>	<u>Providing a Safe, Nondiscriminatory School Environment for Transgender and Gender-Nonconforming Students, Policy Brief, February 2014</u>
<i>CSBA Publication</i>	<u>Safe Schools: Strategies for Governing Boards to Ensure Student Success, 2011</u>
<i>Federal Register</i>	<u>Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, April 29, 2014, Vol. 89, No. 83, pages 33474-33896</u>
<i>U.S. DOE, Office for Civil Rights Publication</i>	<u>Sexual Harassment: It's Not Academic, September 2008</u>
<i>U.S. DOE, Office for Civil Rights Publication</i>	<u>Revised Sexual Harassment Guidance: Harassment of Students by School Employees, Other Students, or Third Parties, January 2001</u>

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U.S. DOE, Office for Civil Rights
Publication
Website

[Examples of Policies and Emerging Practices for Supporting Transgender Students, May 2016](#)
[U.S. Department of Justice, Federal Bureau of Investigation](#)

Website

[CSBA District and County Office of Education Legal Services](#)

Website

[California Department of Education](#)

Website

[CSBA](#)

Website

[U.S. Department of Education, Office for Civil Rights](#)

Cross References

Code

0410
1312.3
1312.3
1312.3-E(1)
1312.3-E(2)
1313
3552
3552
3580
3580
4030
4030
4117.7
4118
4118
4119.11
4119.11
4131
4218
4218
4219.11
4219.11
4317.7
4319.11
4319.11
5030
5141.4
5141.4
5141.52
5141.52
5144

Description

[Nondiscrimination In District Programs And Activities](#)
[Uniform Complaint Procedures](#)
[Uniform Complaint Procedures](#)
[Uniform Complaint Procedures](#)
[Uniform Complaint Procedures](#)
[Civility](#)
[Summer Meal Program](#)
[Summer Meal Program](#)
[District Records](#)
[District Records](#)
[Nondiscrimination In Employment](#)
[Nondiscrimination In Employment](#)
[Employment Status Reports](#)
[Dismissal/Suspension/Disciplinary Action](#)
[Dismissal/Suspension/Disciplinary Action](#)
[Sex Discrimination and Sex-Based Harassment](#)
[Sex Discrimination and Sex-Based Harassment](#)
[Staff Development](#)
[Dismissal/Suspension/Disciplinary Action](#)
[Dismissal/Suspension/Disciplinary Action](#)
[Sex Discrimination and Sex-Based Harassment](#)
[Sex Discrimination and Sex-Based Harassment](#)
[Employment Status Reports](#)
[Sex Discrimination and Sex-Based Harassment](#)
[Sex Discrimination and Sex-Based Harassment](#)
[Student Wellness](#)
[Child Abuse Prevention And Reporting](#)
[Child Abuse Prevention And Reporting](#)
[Suicide Prevention](#)
[Suicide Prevention](#)
[Discipline](#)

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5144	<u>Discipline</u>
5144.1	<u>Suspension And Expulsion/Due Process</u>
5144.1	<u>Suspension And Expulsion/Due Process</u>
5145.3	<u>Nondiscrimination/Harassment</u>
5145.3	<u>Nondiscrimination/Harassment</u>
5145.7	<u>Sex Discrimination and Sex-Based Harassment</u>
5145.7	<u>Sex Discrimination and Sex-Based Harassment</u>
5145.9	<u>Hate-Motivated Behavior</u>
5146	<u>Married/Pregnant/Parenting Students</u>
6145	<u>Extracurricular And Cocurricular Activities</u>
6145	<u>Extracurricular And Cocurricular Activities</u>
6159	<u>Individualized Education Program</u>
6159	<u>Individualized Education Program</u>
6164.5	<u>Student Success Teams</u>
6164.5	<u>Student Success Teams</u>
6164.6	<u>Identification And Education Under Section 504</u>
6164.6	<u>Identification And Education Under Section 504</u>

Adopted: February 2, 2023

Revised: 11/2024