



2C: Title IX Complainant Rights

You are receiving this document because the Building Title IX Coordinator received information or an allegation from you or another party that you may have been subjected to Title IX sexual harassment. As a result, you have the right to file a Formal Title IX Complaint. Therefore, you as a Complainant have the following rights:

- 1) You have the right to meet with the Building Title IX Coordinator and discuss and develop supportive measures to restore or preserve equal access to the school's education program or activity. You are not required to accept supportive measures.
 - a) Supportive measures cannot be disciplinary (including removing students from the learning environment, suspension, or expulsion), punitive, or place an unreasonable burden on other students.
 - b) Examples of support measures include:
 - Identifying a safe adult to report concerns
 - Check-ins with an identified safe adult
 - No contact agreements with other students
 - Changes in class schedules
 - Changes in seating/lockers/lunches/recesses
 - Leaves of absences
 - Increased supervision on campus
 - Extension of class assignment deadlines or other course-related adjustments

*These are examples of supportive measures but not an exhaustive list.

- 2) You have the right to supportive measures regardless of if you choose to file a Formal Title IX Complaint or participate in the grievance procedure.
- 3) If a Formal Title IX Complaint is filed by a Complainant, the Building Title IX Coordinator will review the allegations to determine whether the Complaint must be dismissed. If the complaint is accepted, the Building Title IX Coordinator will initiate the grievance procedure. The CCSD Title IX grievance procedure is explained in CCSD Board Policy AC-R-5.
- 4) You have the right to decline to participate in the grievance procedure. If you decline to participate in the grievance procedure, your lack of participation will not be construed against you.
- 5) The Complainant maintains the right to withdraw the Formal Complaint at any time by submitting a withdrawal in writing. However, the Complainant also maintains the right to not be pressured or compelled to withdraw the Formal Complaint.
- 6) You have the right to not be retaliated against. No school or 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 because the individual has



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Cherry Creek Schools

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made a report or complaint, testified, assisted, or participated or declined to participate in any manner in an investigation or proceeding pursuant to Title IX. Should you experience any of the foregoing, you have a right to file a complaint of retaliation with the Building Title IX Coordinator.

- 7) All parties may be accompanied by other individuals, including an advisor, to any related meeting or proceeding. The District maintains the right to establish restrictions regarding the extent the advisor(s) may participate in the proceedings. Any restrictions on advisor(s) will apply equally to all parties.
- 8) The school must keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any complaint, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, any witness except as may be permitted under FERPA 20 U.S.C. § 1232(g) or the implementing regulations, 34 CFR part 99, or as required by law. However, if a Formal Title IX Complaint is filed, the Respondent has a right to receive all information related to the Complaint. Further, some supportive measures (such as no contact agreements) require the identity of the Complainant to be shared with the Respondent.
- 9) Pursuant to Colorado law, all Cherry Creek School District employees are mandatory reporters. Therefore, allegations that rise to the level of requiring mandatory reporting will be reported to law enforcement or the Department of Human Services. However, you at any time also have the right to file a criminal complaint with your local police department or report your concerns to the Department of Human Services on your own behalf regardless of if a mandatory report was previously made.
- 10) At any time, you have a right to file a complaint with the federal Department of Education through the Office for Civil Rights (OCR- OCR@ed.gov).

For questions regarding the Formal Complaint grievance procedures or to file a Formal Complaint contact the Building Title IX Coordinator.

Title IX Coordinator Name: _____

Office Number/Location: _____

Address: _____

E-mail Address: _____

Phone Number: _____