



KNOW YOUR RIGHTS - Title IX

You have the right to attend school and participate in school activities without being discriminated against or harassed on the basis of your sex.

What is Title IX? Title IX is a federal law that protects against sex discrimination at school. This includes protection against discrimination and/or harassment on the basis of gender identity, gender expression, sexual orientation, pregnancy and related conditions, and sex stereotypes.

What does this mean? The Old Adobe Union School District expressly prohibits sex discrimination. If you believe you've been subjected to discrimination or harassment on the basis of your sex, notify an adult employee that you trust, or one of the following individuals immediately:

Cindy Friberg, Title IX Coordinator: (707) 765-4322 cfriberg@oldadobe.org

What is discrimination and harassment? Discrimination is when you are treated differently than someone else. Harassment is when you are being targeted because of a certain characteristic.

What are examples of discrimination or harassment based on sex?

- Cat calling
- Explicit drawings or pictures
- Unwanted touching, especially of sensitive areas
- Jokes or comments about your clothing, hair, or other physical features
- Dating violence
- Stalking
- Bullying or ridicule based on sex stereotypes (such as "His voice is so high he must be a girl" or "She's so tall she must be a boy")

What happens if I make a report?

The District must take steps to stop the discrimination or harassment, and will also take steps to help you feel comfortable at school. This could mean changing classes, lockers, putting in place a check-in system, offering counseling or other emotional support, and anything else that we agree on with you.

If you would like, you can ask the District to start a formal investigation. Even if you don't want an investigation, the District may need to start one in order to stop the discrimination or harassment effectively.

You may also be offered an opportunity to participate in a less-formal process to try and resolve your concerns. It is entirely up to you whether you want to participate in this process or not.

What does a formal investigation process look like?

The District will assign an investigator trained in conducting these types of investigations. They will interview you and the other individuals involved, and will gather other evidence (such as videos, text messages, etc.). They will make a conclusion about what happened. Then the District will assign someone to decide whether or not that conduct violates Title IX or any other District policy.

Throughout this process, you will have the opportunity to present your side of the story, and provide evidence. If you don't like the decision, you have a right to appeal. The other individual(s) involved have those same rights.