
ADMINISTRATIVE POLICY

HUMAN RESOURCES

SUMMARY

Title IX of the 1972 Educational Amendments of the Civil Rights Act of 1964 states in part that, “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.” Salem-Keizer School District Administration is committed to providing educational and employment opportunities that are free from discrimination based on sex and promptly investigating reported violations.

DEFINITIONS

Sex Discrimination

1. Discrimination based on sex has been determined to include sexual harassment.
2. Sexual Harassment includes conduct on the basis of sex that satisfies one or more of the following:
 - a. A district employee conditioning the provision of an aid, benefit, or service of the district on an individual's participation in unwelcome sexual conduct;
 - b. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the district's education program or activity; or
 - c. Sexual assault, dating violence, domestic violence or stalking.¹
3. Education program or activity includes locations, events, or circumstances over which the district exercised substantial control over both the respondent and the context in which the sexual harassment occurred.

INSTRUCTION

1. The district will adopt and publish grievance procedures that provide for the prompt and equitable resolution of student and employee complaints alleging any action that would be prohibited by this policy. See HUM-P020, Title IX Sexual Harassment Grievance Procedure.
2. The district shall provide notice to all applicants for admission and employment, students, parents or legal guardians, employees, and all unions or professional organizations holding collective bargaining or professional agreements with the district:
 - a. The name or title, office address, electronic mail address, and telephone number of the Title IX Coordinator(s); and
 - b. That the district does not discriminate on the basis of sex in the education program or activity that it operates, as required by Title IX. This includes admissions and employment.
 - c. Of the grievance procedure and process, how to file a formal complaint of sex discrimination or sexual harassment, and how the district will respond to complaints.

3. Anyone who has questions about Title IX or wishes to report a Title IX complaint may contact the Title IX Coordinator(s): <https://salkeiz.k12.or.us/parents/safe-welcoming/nondiscrimination-policy/>.²

APPLICABILITY

- All employees

ASSOCIATED DOCUMENTS

- HUM-P020- Title IX Sexual Harassment Grievance Procedure

APPROVAL AUTHORITY

- Human Resources

REVISION HISTORY

- 08/24/2020 – Original approval
- 05/18/2022 – Added information about reporting to US Department of Education
- 08/19/2024 – Revisions to entire document to comply with new Title IX regulations
- 03/03/2025 – Revisions to entire document to comply with 2020 Title IX regulations

¹ "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).

²Inquiries can be made to the Assistant Secretary of the US Department of Education (34 CFR Part 106.8(b)(1)).