

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. Jennifer Alcazar
Director of Human Resources
351 S. Hudson Avenue
Pasadena, CA 91101
626-396-3600
alcazar.jennifer@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.

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To view an electronic copy of the district's policies and administrative regulations 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 <https://www.pusd.us/>; and/or <https://www.pusd.us/about/board-of-education/policies-regulations-bylaws/5000-students>

To inspect or obtain a copy of the district's sex discrimination and sex-based harassment policies and administrative regulations, please contact: Maria Montoya, 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	Description
5 CCR 4600-4670	Uniform complaint procedures
5 CCR 4900-4965	Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance
Civ. Code 1714.1	<u>Liability of parent or guardian for act of willful misconduct by a minor</u>
Civ. Code 51.9	<u>Liability for sexual harassment; business, service and professional relationships</u>
Ed. Code 200-262.4	<u>Prohibition of discrimination</u>
Ed. Code 200-270	Prohibition of discrimination
Ed. Code 48900	<u>Grounds for suspension or expulsion</u>
Ed. Code 48900.2	<u>Additional grounds for suspension or expulsion; sexual harassment</u>
Ed. Code 48985	<u>Notices to parents in language other than English</u>
Gov. Code 12950.1	<u>Sexual harassment training</u>

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Federal

20 USC 1092

20 USC 1221

20 USC 1232g

20 USC 1681-1688

34 CFR 106.1-106.82

34 CFR 99.1-99.67

34 USC 12291

42 USC 1983

42 USC 2000d-2000d-7

42 USC 2000e-2000e-17

U.S. DOJ, FBI Publication

Management Resources

Court Decision

Court Decision

Court Decision

Court Decision

Court Decision

Court Decision

Court Decision

CSBA Publication

CSBA Publication

Federal Register

U.S. DOE, Office for Civil Rights
Publication

Description

Definition of sexual assault

Application of laws

Family Educational Rights and Privacy Act (FERPA) of 1974

Title IX of the Education Amendments of 1972;
discrimination based on sex

Nondiscrimination on the basis of sex in education
programs

Family Educational Rights and Privacy

Definition of dating violence, domestic violence, and
stalking

Civil action for deprivation of rights

Title VI, Civil Rights Act of 1964

Title VII, Civil Rights Act of 1964, as amended

[National Incident-Based Reporting System](#)

Description

Davis v. Monroe County Board of Education (1999) 526
U.S. 629

Doe v. Petaluma City School District (1995, 9th Cir.) 54
F.3d 1447

Gebser v. Lago Vista Independent School District (1998)
524 U.S. 274

Oona by Kate S. v. McCaffrey (1998, 9th Cir.) 143 F.3d
473

Reese v. Jefferson School District (2000, 9th Cir.) 208
F.3d 736

Donovan v. Poway Unified School District (2008) 167
Cal.App.4th 567

Flores v. Morgan Hill Unified School District (2003, 9th
Cir.) 324 F.3d 1130

[Providing a Safe, Nondiscriminatory School Environment
for Transgender and Gender-Nonconforming Students,
Policy Brief, February 2014](#)

[Safe Schools: Strategies for Governing Boards to Ensure
Student Success, 2011](#)

[Nondiscrimination on the Basis of Sex in Education
Programs or Activities Receiving Federal Financial
Assistance, April 29, 2024, Vol. 89, No. 83, pages
33474-33896](#)

[Sexual Harassment: It's Not Academic, September 2008](#)

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U.S. DOE, Office for Civil Rights Publication	<i>Revised Sexual Harassment Guidance: Harassment of Students by School Employees, Other Students, or Third Parties, January 2001</i>
U.S. DOE, Office for Civil Rights Publication	<i>Examples of Policies and Emerging Practices for Supporting Transgender Students, May 2016</i>
Website	<i>U.S. Department of Justice, Federal Bureau of Investigation</i>
Website	<i>CSBA District and County Office of Education Legal Services</i>
Website	<i>California Department of Education</i>
Website	<i>CSBA</i>
Website	<i>U.S. Department of Education, Office for Civil Rights</i>

Cross References

Code	Description
0410	<i>Nondiscrimination In District Programs And Activities</i>
1312.3	<i>Uniform Complaint Procedures</i>
1312.3	<i>Uniform Complaint Procedures</i>
1312.3-E(1)	<i>Uniform Complaint Procedures</i>
1312.3-E(2)	<i>Uniform Complaint Procedures</i>
1313	<i>Civility</i>
3552	<i>Summer Meal Program</i>
3552	<i>Summer Meal Program</i>
3580	<i>District Records</i>
3580	<i>District Records</i>
4030	<i>Nondiscrimination In Employment</i>
4030	<i>Nondiscrimination In Employment</i>
4117.7	<i>Employment Status Reports</i>
4118	<i>Dismissal/Suspension/Disciplinary Action</i>
4118	<i>Dismissal/Suspension/Disciplinary Action</i>
4119.11	<i>Sex Discrimination and Sex-Based Harassment</i>
4119.11	<i>Sex Discrimination and Sex-Based Harassment</i>
4131	<i>Staff Development</i>
4218	<i>Dismissal/Suspension/Disciplinary Action</i>
4218	<i>Dismissal/Suspension/Disciplinary Action</i>
4219.11	<i>Sex Discrimination and Sex-Based Harassment</i>
4219.11	<i>Sex Discrimination and Sex-Based Harassment</i>
4317.7	<i>Employment Status Reports</i>
4319.11	<i>Sex Discrimination and Sex-Based Harassment</i>
4319.11	<i>Sex Discrimination and Sex-Based Harassment</i>
5030	<i>Student Wellness</i>
5141.4	<i>Child Abuse Prevention And Reporting</i>
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5141.52	<u>Suicide Prevention</u>
5141.52	<u>Suicide Prevention</u>
5144	<u>Discipline</u>
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: 06/11/2025; 09/03/2026