Exhibit 4119.12, 4219.12, 4319.12-E(1) –

Title IX Sexual Harassment Complaint Procedures

NOTICE OF TITLE IX SEXUAL HARASSMENT POLICY

The Code of Federal Regulations, Title 34, Section 106.8 requires the Superintendent to issue the following notification to employees, job applicants, and employee organizations:

The Superintendent 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 Superintendent also prohibits retaliation against any employee for filing a complaint or exercising any right granted under Title IX.

The Superintendent 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 Superintendent's Title IX Coordinator, to the Assistant Secretary for Civil Rights of the U.S. Department of Education, or both.

The Superintendent has designated and authorized the following employee(s) as the Superintendent's Title IX Coordinator, to address concerns or inquiries regarding discrimination on the basis of sex, including sex- based harassment:

Dr. Suzanne Hernandez
Assistant Superintendent, Human Resources
San Bernardino County Superintendent of Schools
760 E. Brier Drive
San Bernardino, CA 92408
P: 909.386.9572
Email: Suzanne.Hernandez@sbcss.net

Any individual may report sex discrimination, including sexual 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 Superintendent business hours, reports may also be made in person. Upon receiving an allegation of sexual harassment, the Title IX

Coordinator will promptly notify the parties, in writing, of the applicable Superintendent complaint procedure.

To view an electronic copy of the Superintendent's policies and administrative procedures on sexual harassment, including the grievance process that complies with 34 CFR 106.45, please see Policy/Administrative Procedures 4119.11/4219.11/4319.11 - Sexual Harassment, and Administrative Procedure 4119.12/4219.12/4319.12 - Title IX Sexual Harassment Complaint Procedures on the Superintendent's website at https://sbcss.net/human-resources/title-ix

To inspect or obtain a copy of the Superintendent's sexual harassment policies and administrative procedures, please contact:

Dr. Suzanne Hernandez
Assistant Superintendent, Human Resources
San Bernardino County Superintendent of Schools
760 E. Brier Drive
San Bernardino, CA 92408
P: 909.386.9572
Email: Suzanne.Hernandez@sbcss.net

The Title IX coordinator, investigator, decision-maker, or a facilitator of an informal resolution process shall not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent. Such persons shall receive training in accordance with 34 CFR 106.45. (34 CFR 106.45) All materials used to train shall be made publicly available on the SBCSS website.

Approved: October 1, 2020
Revised: August 26, 2024
Revised: September 25, 2026