



ADMINISTRATIVE POLICY

Title IX HUM-A036

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1. 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.
2. **Sexual Harassment**
 - 2.1. Discrimination based on sex has been determined to include sexual harassment.
 - 2.2. Sexual Harassment includes conduct on the basis of sex that satisfies one or more of the following:
 - 2.2.1. A District employee conditioning the provision of an aid, benefit, or service of the District on an individual’s participation in unwelcome sexual conduct;
 - 2.2.2. 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
 - 2.2.3. Sexual assault, dating violence, domestic violence and stalking.¹
 - 2.3. 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.
3. 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*.
4. 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:
 - The name or title, office address, electronic mail address, and telephone number of the Title IX Coordinator(s); and
 - 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.
 - 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.
5. Anyone who has questions about Title IX or wishes to report a Title IX complaint may contact the Title IX Coordinator(s).

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).



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Implementing Procedures:

HUM-P020, Title IX Sexual Harassment Grievance Procedure

Revision History:

Date	Description
8/24/20	Approved

Approved By: _____ *Approval on File* _____

Executive Director of HR