

## **STUDENT TITLE IX (SEXUAL HARASSMENT)**

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### **STUDENT TITLE IX (SEXUAL HARASSMENT)**

The Board prohibits sexual harassment. Any College employee (see BP 2.27, *Sexual & Other Unlawful Harassment*) or student who engages in any form of sexual harassment on College property or at College-sponsored events will be subject to discipline. Discipline may include, but is not limited to, suspension or expulsion and reporting the incident to law enforcement officers. The Board also forbids retaliation of any type against any person for reporting any type of sexual harassment.

The College, in compliance with and as required by Title IX of the federal Education Amendments Act of 1972 and its implementing regulations ("Title IX"), as well as in furtherance of its own values as a higher education institution, does not discriminate in any education program or activity that it operates, sponsors, or administers on the basis of any characteristic or status protected by applicable local, state, or federal law in admission, treatment, access to, or employment in, its programs and activities.

### **LEGAL REQUIREMENTS**

Title IX is a federal law that applies to educational institutions receiving federal financial assistance and prohibits discrimination on the basis of sex in an educational institution's programs or activities, including employment, academic, educational, extracurricular and athletic activities that occur when an individual is participating in or attempting to participate in an educational program or activity sponsored by the College that occurs in the United States. Title IX protects all people regardless of their gender or gender identity from sex discrimination, including sexual harassment and sexual violence, which are forms of sex discrimination. Title IX requires colleges to take necessary steps to prevent sexual assault on their campuses, and to respond promptly and effectively when an assault is reported.

The federal Clery Act requires colleges to report annual statistics on crime, including sexual assault and rape, on or near their campuses, and to develop and disseminate prevention policies.

The federal Violence Against Women Act (VAWA)/Campus Sexual Violence Elimination Act (SaVE) clarifies that "sexual violence" includes domestic violence, dating violence and stalking, which must be included in campus Clery reports, and also requires that institutional policies address and prevent sexual violence through training, education, and certain discipline procedures.

The Board directs the President to ensure that the College complies with Title IX and the laws referenced above. The President is directed and authorized to:

1. Publish and widely disseminate a notice of nondiscrimination on the basis of gender or sex.

2. Designate employees to coordinate Title IX compliance (including compliance with VAWA/Campus SaVE Act, and all other relevant sexual discrimination/harassment/violence legislation).
3. Adopt appropriate grievance and investigation procedures.
4. Implement education and prevention programs for students and employees.
5. Provide resource programs for complainants and respondents of sexual misconduct.
6. Provide written rights, options and information to complainants and respondents of sexual misconduct.
7. Provide training to the campus community on how to prevent, identify and report sex discrimination, including sexual misconduct.
8. Provide training to relevant staff and faculty who participate in the grievance process of alleged violations of sex discrimination, including sexual misconduct.

The President shall prepare and implement College operating procedures that comply this Board policy and Title IX.