

General Institution

BP 3433 PROHIBITION OF SEX DISCRIMINATION UNDER TITLE IX**References:**

Title IX of the Education Amendments Act of 1972;
34 Code of Federal Regulations Part 106

All forms of sex discrimination including sex-based harassment are contrary to basic standards of conduct between individuals. State and federal law and this policy prohibit sex discrimination, and the District will not tolerate sex discrimination including sex-based harassment. The District is committed to providing an academic and work environment that respects the dignity of individuals and groups. The District shall be free of sex discrimination.

The District seeks to foster an environment in which all employees, students, applicants for employment, and applicants for admission, and other individuals participating or attempting to participate in the District's education program or activity feel free to report incidents of sex discrimination in violation of this policy and Title IX, without fear of retaliation or reprisal. Therefore, the District also strictly prohibits retaliation, including peer retaliation, against any person for the purpose of interfering with any right or privilege secured by Title IX, or because the person has reported possible sex discrimination, made a sex-discrimination complaint, or participated or refused to participate in any way in the District's Title IX process. The District will investigate all allegations of Title IX retaliation pursuant to its Title IX procedures. If the District determines that someone has retaliated, it will take reasonable steps within its power to stop such conduct. Individuals who engage in Title IX retaliatory conduct are subject to disciplinary action, up to and including termination or expulsion.

Any employee, student, applicant for employment, or applicant for admission and other individuals participating or attempting to participate in the District's education program or activity who believes he/she/they has been discriminated or retaliated against in violation of this policy should immediately report such incidents by following the procedures described in AP 3434 Responding to Sex Discrimination under Title IX. The District requires supervisors to report all incidents of harassment and retaliation that come to their attention.

To this end, the Superintendent/President shall ensure that the institution undertakes education and training activities to counter sex discrimination and to prevent, minimize, or eliminate any sex discrimination including sex-based harassment that impairs access to equal education opportunity or impacts the terms and conditions of employment.

The Superintendent/President shall establish procedures that define sex discrimination and sex-based harassment. The Superintendent/President shall further establish procedures that provide for the investigation and resolution of complaints regarding sex discrimination in violation of this policy, and procedures to resolve complaints of sex discrimination in violation of this policy. State and federal law and this policy prohibit retaliation against any person for the purpose of interfering with any right or privilege secured by Title IX, or because the person who has reported information, made a complaint, testified, assisted or participated or refused to participate in any manner in an investigation, proceeding, or hearing under the Title IX regulations.

The District will publish and publicize this policy and related written procedures (including the procedure for making complaints) to administrators, faculty, staff, students, applicants for employment, and applicants for admission, particularly when they are new to the institution. The District will make this

policy and related written procedures (including the procedures for making complaints) available in all administrative offices and will post them on the District's website.

Employees who violate the policy and procedures may be subject to disciplinary action up to and including termination. Students who violate this policy and related procedures may be subject to disciplinary measures up to and including expulsion. Volunteers or unpaid interns who violate this policy and related procedures may be subject to disciplinary measure up to and including termination from the volunteer assignment, internship, or other unpaid work experience program.

Date Adopted: June 8, 2021

Date Revised: October 15, 2024