Title IX Coordinator

The district designates the following individual(s) as the responsible employee(s) to coordinate its efforts to comply with Title IX of the Education Amendments of 1972, as well as to investigate and resolve sexual harassment complaints under AR 1312.3 - Uniform Complaint Procedures. The Title IX Coordinator(s) may be contacted at:

Tammy Aldaco, Assistant Superintendent, Human Resources & Business
426 N. Blackstone
Tulare, CA 93274
(559) 688-2021
tammy.aldaco@tulare.k12.ca.us

The district shall notify students, parents/guardians, employees, bargaining units, and applicants for employment of the name or title, office address, email address, and telephone number of the district's Title IX Coordinator. (34 CFR 106.8)

Prohibited Conduct

Prohibited sexual harassment includes, but is not limited to, unwelcome sexual advances, unwanted requests for sexual favors, or other unwanted verbal, visual, or physical conduct of a sexual nature made against another person of the same or opposite sex in the educational setting, under any of the following conditions: (Education Code 212.5; 5 CCR 4916)

1. Submission to the conduct is explicitly or implicitly made a term or condition of a student's academic status or progress.
2. Submission to or rejection of the conduct by a student is used as the basis for academic decisions affecting the student.
3. The conduct has the purpose or effect of having a negative impact on the student's academic performance or of creating an intimidating, hostile, or offensive educational environment.
4. Submission to or rejection of the conduct by the student is used as the basis for any decision affecting the student regarding benefits and services, honors, programs, or activities available at or through any district program or activity.

Examples of types of conduct which are prohibited in the district and which may constitute sexual harassment include, but are not limited to:

1. Unwelcome leering, sexual flirtations, or propositions
2. Unwelcome sexual slurs, epithets, threats, verbal abuse, derogatory comments, or sexually degrading descriptions
3. Graphic verbal comments about an individual's body or overly personal conversation
4. Sexual jokes, derogatory posters, notes, stories, cartoons, drawings, pictures, obscene gestures, or computer-generated images of a sexual nature
5. Spreading sexual rumors
6. Teasing or sexual remarks about students enrolled in a predominantly single-sex class
7. Massaging, grabbing, fondling, stroking, or brushing the body
8. Touching an individual's body or clothes in a sexual way
9. Impeding or blocking movements or any physical interference with school activities when directed at an individual on the basis of sex
10. Displaying sexually suggestive objects
11. Sexual assault, sexual battery, or sexual coercion
12. Electronic communications containing comments, words, or images described above

Any prohibited conduct that occurs off campus or outside of school-related or school-sponsored programs or activities will be regarded as sexual harassment in violation of district policy if it has a continuing effect on or creates a hostile school environment for the complainant or victim of the conduct.

Notifications
A copy of the district's sexual harassment policy and regulation shall:

1. Be included in the notifications that are sent to parents/guardians at the beginning of each school year (Education Code 48980; 5 CCR 4917)
2. Be displayed in a prominent location in the main administrative building or other area where notices of district rules, regulations, procedures, and standards of conduct are posted (Education Code 231.5)
3. Be summarized on a poster which shall be prominently and conspicuously displayed in each bathroom and locker room at each school. The poster may be displayed in public areas that are accessible to and frequented by students, including, but not limited to, classrooms, hallways, gymnasiums, auditoriums, and cafeterias. The poster shall display the rules and procedures for reporting a charge of sexual harassment; the name, phone number, and email address of an appropriate school employee to contact to report a charge of sexual harassment; the rights of the reporting student, the complainant, and the respondent; and the responsibilities of the school. (Education Code 231.6)
4. Be posted in a prominent location on the district's web site in a manner that is easily accessible to parents/guardians and students. This shall include the name or title, office address, email address, and telephone number of the employee(s) designated as the district's Title IX Coordinator. (Education Code 234.6; 34 CFR 106.8)
5. Be provided as part of any orientation program conducted for new and continuing students at the beginning of each quarter, semester, or summer session (Education Code 231.5)
6. Appear in any school or district publication that sets forth the school's or district's comprehensive rules, regulations, procedures, and standards of conduct (Education Code 231.5)
7. Be included in any handbook provided to students, parents/guardians, employees, or employee organizations (34 CFR 106.8)

Reporting Complaints

A student or parent/guardian who believes that the student has been subjected to sexual harassment by another student, an employee, or a third party or who has witnessed sexual harassment is strongly encouraged to report the incident to a teacher, the principal, the district’s Title IX Coordinator, or any other available school employee. Within one school day of receiving such a report, the principal or other school employee shall forward the report to the district’s Title IX Coordinator. Any school employee who observes an incident of sexual harassment involving a student shall, within one school day, report the observation to the principal or Title IX Coordinator, regardless of whether the alleged victim files a formal complaint.

When a report or complaint of sexual harassment involves off-campus conduct, the Title IX Coordinator shall assess whether the conduct may create or contribute to the creation of a hostile school environment. If the Title IX Coordinator determines that a hostile environment may be created, the complaint shall be investigated and resolved in the same manner as if the prohibited conduct occurred at school.

When a verbal or informal report of sexual harassment is submitted, the Title IX Coordinator shall inform the student or parent/guardian of the right to file a formal written complaint in accordance with applicable district complaint procedures.

Complaint Procedures

All complaints of sexual harassment by and against students shall be investigated and resolved in accordance with law and district procedures. The Title IX Coordinator shall review the allegations to determine the applicable procedure for responding to the complaint. All complaints that meet the definition of sexual harassment under Title IX shall be investigated and resolved in accordance with AR 5145.71 – Title IX Sexual Harassment Complaint Procedures. Other sexual harassment complaints shall be investigated and resolved pursuant to AR 1312.3 – Uniform Complaint Procedures.

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 References

<table>
<thead>
<tr>
<th>Reference</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 CCR 4600-4670</td>
<td>Uniform complaint procedures</td>
</tr>
<tr>
<td>5 CCR 4900-4965</td>
<td>Nondiscrimination in elementary and secondary education programs</td>
</tr>
<tr>
<td>Code/Section</td>
<td>Description</td>
</tr>
<tr>
<td>--------------</td>
<td>-------------</td>
</tr>
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<td>Civ. Code 1714.1</td>
<td>Liability of parent or guardian for act of willful misconduct by a minor - <a href="https://simbli.eboardsolutions.com/SU/NSknepFduiYWusJFnU3r9O==">https://simbli.eboardsolutions.com/SU/NSknepFduiYWusJFnU3r9O==</a></td>
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<td>Liability for sexual harassment; business, service and professional relationships - <a href="https://simbli.eboardsolutions.com/SU/RFwiKqYI364luH8a6QAqdg==">https://simbli.eboardsolutions.com/SU/RFwiKqYI364luH8a6QAqdg==</a></td>
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<td>Ed. Code 200-262.4</td>
<td>Educational equity; prohibition of discrimination on the basis of sex - <a href="https://simbli.eboardsolutions.com/SU/ytTLsishoozWGUAbNL6kKkgxQ==">https://simbli.eboardsolutions.com/SU/ytTLsishoozWGUAbNL6kKkgxQ==</a></td>
</tr>
<tr>
<td>Ed. Code 48900</td>
<td>Grounds for suspension and expulsion</td>
</tr>
<tr>
<td>Ed. Code 48900.2</td>
<td>Additional grounds for suspension or expulsion; sexual harassment</td>
</tr>
<tr>
<td>Ed. Code 48904</td>
<td>Liability of parent/guardian for willful student misconduct</td>
</tr>
<tr>
<td>Ed. Code 48980</td>
<td>Notice at beginning of term</td>
</tr>
<tr>
<td>Gov. Code 12950.1</td>
<td>Sexual harassment training</td>
</tr>
</tbody>
</table>

**Federal References**

- 20 USC 1221  
  Application of laws  
- 20 USC 1232g  
  Family Educational Rights and Privacy Act (FERPA) of 1974  
- 20 USC 1681-1688  
  Title IX, discrimination  
- 34 CFR 106.1-106.71  
  Nondiscrimination on the basis of sex in education programs  
- 34 CFR 99.1-99.67  
  Family Educational Rights and Privacy  
- 42 USC 1983  
  Civil action for deprivation of rights  
  Title VI, Civil Rights Act of 1964  
- 42 USC 2000e-2000e-17  
  Title VII, Civil Rights Act of 1964, as amended

**Management Resources References**

- Court Decision  
- Court Decision  
  Doe v. Petaluma City School District, (1995, 9th Cir.) 54 F.3d 1447  
- Court Decision  
  Flores v. Morgan Hill Unified School District, (2003, 9th Cir.) 324 F.3d 1130  
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- Court Decision  
  Oona by Kate S. v. McCaffrey, (1998, 9th Cir.) 143 F.3d 473  
- Court Decision  
- Court Decision  
- CSBA Publication  
  Safe Schools: Strategies for Governing Boards to Ensure Student Success, 2011  
- CSBA Publication  
  Providing a Safe, Nondiscriminatory School Environment for Transgender and Gender-Nonconforming Students, Policy Brief, February 2014  
- U.S. DOE, Office For Civil Rights Publication  
  Dear Colleague Letter: Title IX Coordinators, April 2015  
- U.S. DOE, Office for Civil Rights Publication  
  Q&A on Campus Sexual Misconduct, September 2017  
- U.S. DOE, Office for Civil Rights Publication  
  Sexual Harassment: It's Not Academic, September 2008  
- U.S. DOE, Office for Civil Rights Publication  
  Revised Sexual Harassment Guidance: Harassment of Students by School Employees, Other Students, or Third Parties, January 2001  
- U.S. DOE, Office for Civil Rights Publication  
- Website  
  [https://simbli.eboardsolutions.com/SU/os2jq5DcA2RawmY2VZ5FZQ==](https://simbli.eboardsolutions.com/SU/os2jq5DcA2RawmY2VZ5FZQ==)
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<tr>
<td>0410</td>
<td>Nondiscrimination In District Programs And Activities - <a href="https://simbli.eboardsolutions.com/SU/U7vfcuY3plusLhelp7of2slshYPA==">https://simbli.eboardsolutions.com/SU/U7vfcuY3plusLhelp7of2slshYPA==</a></td>
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<td>Uniform Complaint Procedures - <a href="https://simbli.eboardsolutions.com/SU/thSxnDplusolvjGrC5Eomfg==">https://simbli.eboardsolutions.com/SU/thSxnDplusolvjGrC5Eomfg==</a></td>
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<td>Risk Management/Insurance - <a href="https://simbli.eboardsolutions.com/SU/F9pZ2QkOwlFaYieqHstQ==">https://simbli.eboardsolutions.com/SU/F9pZ2QkOwlFaYieqHstQ==</a></td>
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<td>Risk Management/Insurance - <a href="https://simbli.eboardsolutions.com/SU/bji60AJkXALFaWFDsd3w==">https://simbli.eboardsolutions.com/SU/bji60AJkXALFaWFDsd3w==</a></td>
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<td>Employment Status Reports - <a href="https://simbli.eboardsolutions.com/SU/fsAFA5mHJa9Tr3tvZplus5bzA==">https://simbli.eboardsolutions.com/SU/fsAFA5mHJa9Tr3tvZplus5bzA==</a></td>
</tr>
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<td>Sexual Harassment - <a href="https://simbli.eboardsolutions.com/SU/ZWCi8iL1U05xiFaBice8VmsQ==">https://simbli.eboardsolutions.com/SU/ZWCi8iL1U05xiFaBice8VmsQ==</a></td>
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</tr>
<tr>
<td>4219.21</td>
<td>Professional Standards - <a href="https://simbli.eboardsolutions.com/SU/GWvuA2+U0pruBxM34G0Fig==">https://simbli.eboardsolutions.com/SU/GWvuA2+U0pruBxM34G0Fig==</a></td>
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<td>Employment Status Reports - <a href="https://simbli.eboardsolutions.com/SU/Blc8omZ63A93HxejPCYBW==">https://simbli.eboardsolutions.com/SU/Blc8omZ63A93HxejPCYBW==</a></td>
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</tbody>
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4319.11 Sexual Harassment - https://simbli.eboardsolutions.com/SU/bqE7c1QphlxIYGyc1BEF7g==

4319.21 Professional Standards - https://simbli.eboardsolutions.com/SU/cNnn4BUtbAkJLHWDourfA==

4319.21-E(1) Professional Standards - https://simbli.eboardsolutions.com/SU/g8zEvaDAac7ipHdPyolwp==

5125 Student Records - https://simbli.eboardsolutions.com/SU/Brjsu9iQ76kk4qcBBjpluskuA==

5125 Student Records - https://simbli.eboardsolutions.com/SU/IuHitT3slshg9RCQf2oB6ZBuA==

5131 Conduct - https://simbli.eboardsolutions.com/SU/qTeF30xIM1rmHzekOhBDrQ==

5131.2 Bullying - https://simbli.eboardsolutions.com/SU/nCfc4SHWQqd4c7UOpq21BUQ==

5131.2 Bullying - https://simbli.eboardsolutions.com/SU/hVD861pUTqF111slshdrlgLbQ==

5131.5 Vandalism And Graffiti - https://simbli.eboardsolutions.com/SU/46Y9LI9YeECIhxC1kZ6Q==

5132 Dress And Grooming - https://simbli.eboardsolutions.com/SU/JSlyskVygOzhlaMBM7A==

5132 Dress And Grooming - https://simbli.eboardsolutions.com/SU/NsleqslshSRLC0F0WYVeYsK6w==

5137 Positive School Climate - https://simbli.eboardsolutions.com/SU/s3YsEhXYQNgFgb1vUXn422iA==

5138 Conflict Resolution/Peer Mediation - https://simbli.eboardsolutions.com/SU/4pqkL17dFatRJ2BxtR4wFw==

5141.4 Child Abuse Prevention And Reporting - https://simbli.eboardsolutions.com/SU/9LpFdc1a9d7wVRkVv86lNg==

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5141.52 Suicide Prevention - https://simbli.eboardsolutions.com/SU/GU8WTpXz57YivOuy3qVXg==

5141.52 Suicide Prevention - https://simbli.eboardsolutions.com/SU/IDplD5insh8HIV3o1Muw==

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5144.1 Suspension And Expulsion/Due Process - https://simbli.eboardsolutions.com/SU/EaRAw96Jl4AsyLHEplusxSFg==

5144.1 Suspension And Expulsion/Due Process - https://simbli.eboardsolutions.com/SU/9J7ld4qHyEWZWh960bAIG==

5144.2 Suspension And Expulsion/Due Process (Students With Disabilities) - https://simbli.eboardsolutions.com/SU/w0J0tfsA6KmG2plusAArwKwhw==

5145.2 Freedom Of Speech/Expression - https://simbli.eboardsolutions.com/SU/QLRe6101WQxUWhYTXFzQ==

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5145.3 Nondiscrimination/Harassment - https://simbli.eboardsolutions.com/SU/YfHskDoyR3plusMGEPNh7dQ==
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<th>Code</th>
<th>Title</th>
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<tr>
<td>5145.3</td>
<td>Nondiscrimination/Harassment</td>
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<td>5145.6</td>
<td>Parental Notifications</td>
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<td>Comprehensive Health Education</td>
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<td>Extracurricular And Cocurricular Activities</td>
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<td>6145.2</td>
<td>Athletic Competition</td>
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<td>Student Use Of Technology</td>
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