Title IX Sexual Harassment Complaint Process (Board Policy FFH)

Report of possible sexual harassment is received from any source. Campus administrator or other staff member notifies

Title IX Coordinator.

Title IX Coordinator determines if allegation meets the definition of Title IX sexual harassment.

If the allegation could not be Title IX sexual harassment, the matter will be referred back to the campus for handling under Board Policy FFH (Bullying), Board Policy FFI (other kinds of harassment, discrimination, or retaliation) or the Student Code of Conduct.

If the allegation, if proven, would constitute Title IX sexual harassment, the Title IX Coordinator will contact the Complainant to provide required information and offer supportive measures.

If the Complainant files a formal Title IX complaint or decides to continue with a previously filed formal Title IX complaint, the Title IX Coordinator will: 1) send the required notification to the Complainant and the Respondent; and 2) assign an Investigator to the complaint.

Once the Investigator concludes the investigation in accordance with federal regulations, the Investigator will submit the Investigative Report to the Title IX Coordinator, the Complainant, and the Respondent.

The Title IX Coordinator will assign a Decision-maker and provide the Decision-maker a copy of the Investigative Report.

In accordance with federal regulations, the Decision-maker will issue a "Determination of Responsibility" for the alleged sexual harassment.

Either party can appeal the Determination of Responsibility.

Once all appeals have been exhausted, and the Determination of Responsibility becomes final, if there is a determination that the Respondent engaged in Title IX sexual harassment, the Title IX Coordinator will work with the campus to implement appropriate "Remedies" which could include discipline under the Student Code of Conduct.

Key Definitions:

Sexual Harassment means conduct on the basis of sex that satisfies one or more of the following: (1) An employee of the District conditions the provision of an aid, benefit, or service of the District on an individual's participation in unwelcome sexual conduct; (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 (3) "Sexual assault", "dating violence", or "stalking" as defined under federal law.

Complainant means the alleged victim of conduct that could constitute Title IX sexual harassment.

Respondent means the alleged perpetrator of conduct that could constitute Title IX sexual harassment.

Title IX Coordinator: Dr. Jamie Bone, <u>TitleIX@conroeisd.net</u>, or 936-709-7752.