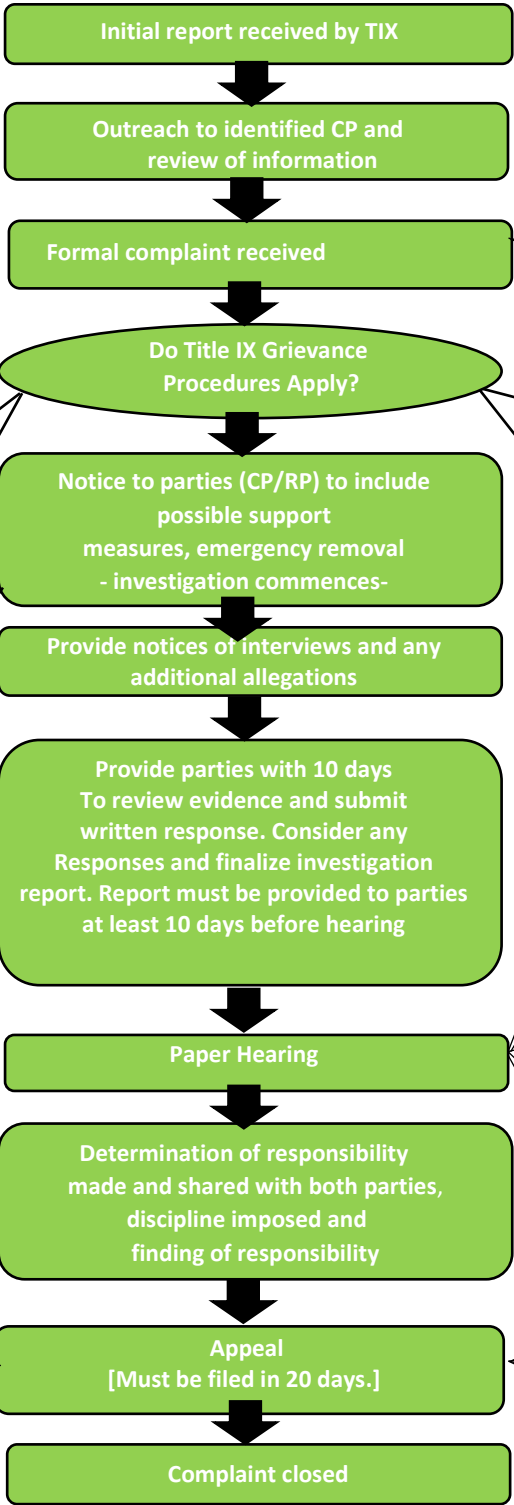


BCSD Title IX Sexual Harassment Complaint Process

TIX – Title IX Coordinator
CP – Complainig party
RP – Responding party

Title IX Definition of Sexual Harassment

- ❖ Quid pro quo
- ❖ Unwelcome Conduct/Hostile Environment
 - Reasonable person perspective
 - Severe and pervasive and objectively offensive
- ❖ Sexual assault, domestic violence, dating violence, stalking



Document signed by CP
 Document signed by TIX Coordinator

Complaints **may** be dismissed if:

- CP withdraws
- RP no longer affiliated
- Evidence unavailable

Complaints **must** be dismissed if:

- Not education program or activity
- Conduct not sexual harassment
- Conduct occurred outside the U.S.

**A dismissal may occur after the investigation has started*

If none of the behavior meets the definition of sexual harassment under TIX, a complaint may proceed under the Code of Conduct or applicable Board policies.

Option: Informal resolution for allegations against students (not employees)

Option to appeal emergency removal

Chief of Staff is decisions maker

Preponderance of the evidence

Parties can submit up to 25 written questions to the other side.

Cannot consider statements not subject to cross examination.

Parties can have advisor during hearing and investigation

Appeals on Student Discipline may go to BOE. [Must be filed in 20 days.]

Procedural irregularity

New evidence

Conflict of Interest

Discipline was excessive