

# Nondiscrimination, Sexual Harassment, and Title IX Policy

## Nondiscrimination

The El Dorado Union High School District is primarily responsible for compliance with federal and state laws and regulations regarding nondiscrimination. The Governing Board is committed to equal opportunity for all individuals in education. District programs and activities shall be free from discrimination based on age, ancestry, color, physical or mental disability, national origin, race, religion, sex/gender, sexual harassment, sexual orientation, ethnic group identification, or any other unlawful consideration. The Board shall promote programs which ensure that discriminatory practices are eliminated in all district activities.

Any student who engages in discrimination of another student or anyone from the district may be subject to disciplinary action up to and including expulsion. Any employee who permits or engages in discrimination may be subject to disciplinary action up to and including dismissal.

Any student, staff member, or parent who feels that discrimination has occurred should immediately contact the teacher, principal of the school, or district Title IX and Uniform Complaint Procedure Coordinator. If the concern is not resolved, a formal complaint may be initiated at the school or by directly contacting the district Coordinator. Copies of the Uniform Complaint Form may be obtained free of charge from school offices or from the Title IX and Uniform Complaint Procedure Coordinator.

## Sexual Harassment

The district has adopted the following strict policy containing rules and procedures for reporting sexual harassment and pursuing remedies.

*"The Governing Board prohibits unlawful sexual harassment of or by anyone in or from the district. Sexual harassment is unwelcome sexual advances, request for sexual favors, or other verbal, visual, or physical conduct of a sexual nature made against another person of the same or opposite gender in the work or educational setting. Any student who engages in sexual harassment of another student or anyone from the district may be subject to disciplinary action up to and including expulsion. Any employee who permits or engages in sexual harassment may be subject to disciplinary action up to and including dismissal."*

Any student, staff member, or parent who feels that harassment has occurred should immediately contact the teacher, principal of the school, or district Title IX and Uniform Complaint Procedure Coordinator. If the concern is not resolved, a formal complaint may be initiated at the school or by directly contacting the district Coordinator. Copies of the Uniform Complaint Procedure and Form may be obtained free of charge from a school office or from the district Title IX and Uniform Complaint Procedure Coordinator.

## Title IX

No person shall, on the basis of gender, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving federal financial assistance. The Title IX Uniform Complaint Procedure Coordinator or the school principal should be contacted regarding complaints related to Title IX.

## To File a Complaint

1. **FILING A COMPLAINT:** Obtain a copy of the Uniform Complaint procedures and form (BP/AR/F 1312.3) from the school or district Title IX and Uniform Complaint Procedure Coordinator. Submit the complaint form to the principal or Coordinator.
2. **FILING TIME LINE:** Unlawful discrimination complaints shall be filed not later than 6 months from the date the alleged discrimination occurred, or 6 months from the date the complainant first obtained knowledge of the facts of the alleged discrimination.
3. **MEDIATION:** Mediation is optional. It involves a third party to help in resolving the dispute. If mediation is used, time lines are extended an additional 30 days.
4. **INVESTIGATION:** The district will investigate the complaint and provide a written report of the investigation and decision within 60 days of when the complaint is filed.
5. **APPEALS:** If the person making the complaint disagrees with the district's decision, he/she has 5 days to appeal the decision to the school district Board of Education; or alternatively, 15 days to appeal the decision to the California Department of Education. The appeal to CDE must include a copy of the locally filed complaint and a copy of the LEA Decision.
6. **ADDITIONAL ACTION:** The person filing a discrimination complaint may also pursue action in civil court at least 60 days after filing an application with the California Department of Education.

### Complaints will be kept confidential.

The district prohibits retaliation against any participant in the complaint process. Each complaint shall be investigated promptly and in a way that respects the privacy of all parties concerned.

El Dorado Union High School District  
Title IX & Uniform Complaint  
Procedure Coordinator

Asst. Superintendent, Human Resources  
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