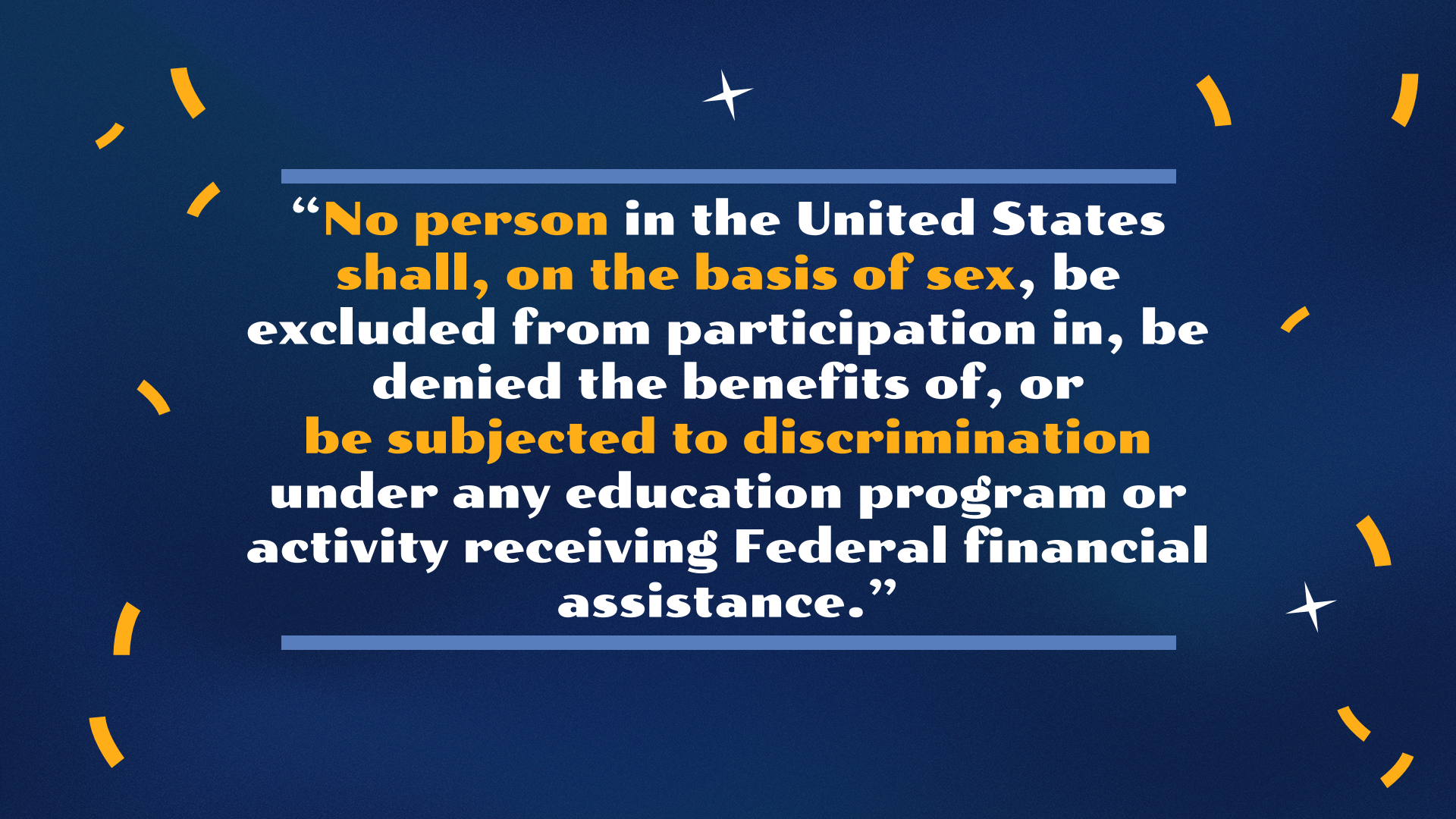


Title IX

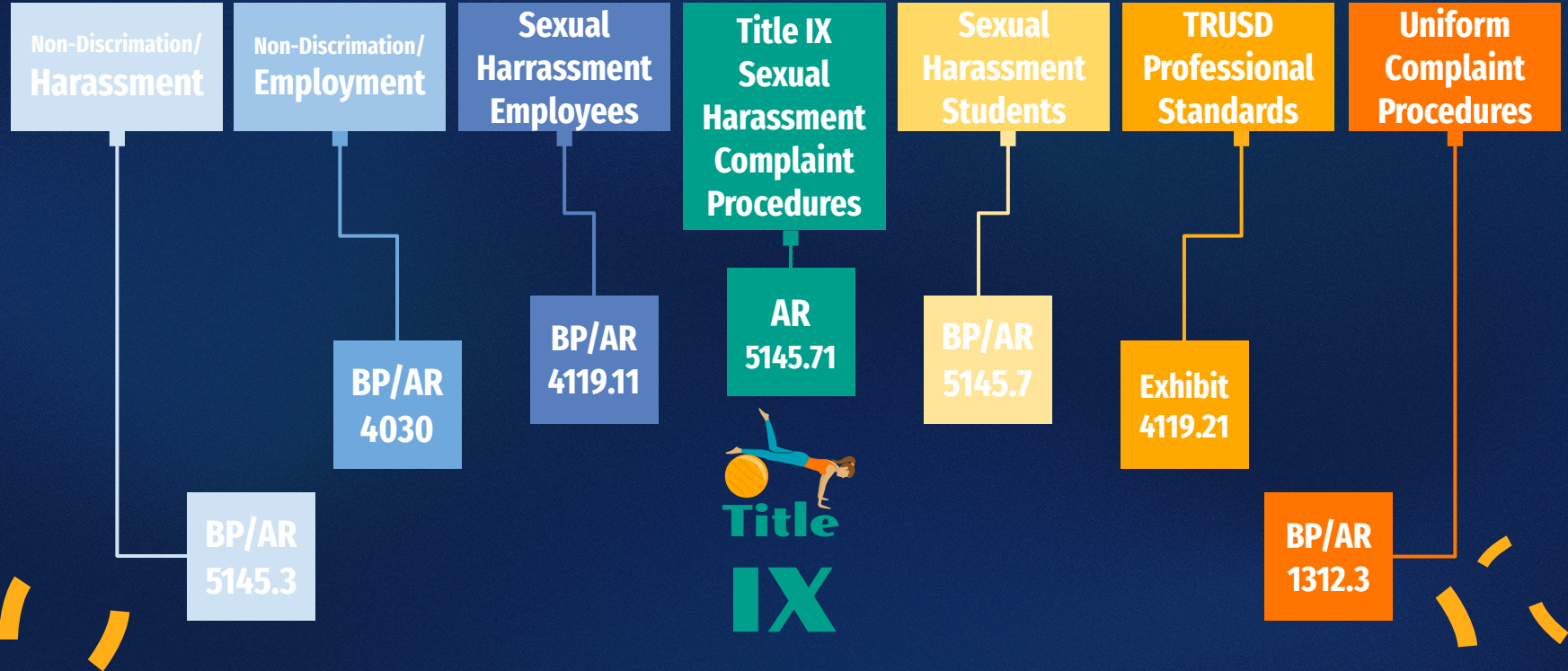
An evolving law
about **EQUITY**





“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

TRUSD Policies and Regulations



TRUSD Policies Work Together

Non-discrimination / Harassment BP 5145.3

The Board prohibits, at any district school or school activity, **unlawful discrimination**, including discriminatory harassment, intimidation, and bullying, **targeted at any student by anyone, based on** the student's actual or perceived race, color, ancestry, nationality, national origin, immigration status, ethnic group identification, ethnicity, age, religion, marital status, **pregnancy**, parental status, physical or mental disability, **sex, sexual orientation, gender, gender identity, gender expression, or genetic information**, or association with a person or group with one or more of these actual or perceived characteristics.

Sexual Harassment Students BP 5145.7

The Board of Trustees is committed to maintaining a safe school environment for sexual orientation, gender expression, and gender identity that is free from harassment and discrimination. The Board also prohibits retaliatory behavior or action against any person who reports, files a complaint or testifies about, or otherwise supports a complainant in alleging sexual harassment or discrimination at school or at school-sponsored or school related activities.

Title IX Sexual Harassment Complaint Procedures BP 5145.71

The district does not discriminate on the basis of sex in any of its programs or activities, and it complies with Title IX of the Education Amendments of 1972 (Title IX) and its implementing regulations (34 C.F.R. Part 106). The district is committed to maintaining an educational and workplace environment free from sexual harassment.



Sexual Harassment Students BP 5145.7

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



Title IX Sexual Harassment ~ One or More...

1. Quid Pro Quo ~ “This for That”

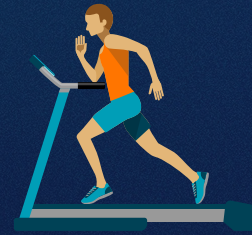
2. Unwelcome conduct determined by a reasonable person to be so **severe, pervasive, and objectively offensive** that it effectively denies a person equal access to the district’s education program or activity

3. Sexual Assault

4. Dating Violence

5. Domestic Violence

6. Stalking



Reports of sexual harassment not covered by the definition of Title IX Sexual Harassment will be addressed in accordance with AR 4030, **Nondiscrimination in Employment**, or AR 1312.3, **Uniform Complaint Procedure**, as applicable. The determination of whether the allegations meet the definition of Title IX Sexual Harassment under Title IX will be made by the district’s Title IX Coordinator.

Title IX Process

