

**Procedure - Prohibition of Sexual Harassment - Students**

This procedure sets forth the requirements of Policy 3205: Prohibition of Sexual Harassment - Students, including the process for a prompt, thorough, and equitable investigation of allegations of sexual harassment and the need to take appropriate steps to resolve such situations.

This procedure applies to sexual harassment (including sexual violence) targeted at students carried out by other students, employees or third parties involved in school District activities. Because students can experience the continuing effects of off-campus harassment in the educational setting, the District will consider the effects of off-campus conduct when evaluating whether there is a hostile environment on campus.

Any instance of *quid pro quo* harassment by a school's employee; any unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it denies a person equal educational access; any instance of sexual assault (as defined in the Clery Act), dating violence, domestic violence, or stalking as defined in the Violence Against Women Act (VAWA) will be resolved meeting the District's responsibility under Title IX of the Education Amendments of 1972, Chapter 28A.640, RCW and Chapter 392-190 WAC. Any reported conduct that does not meet these criteria will be resolved solely under District procedure.

**Title IX Coordinator, Investigator, and Decision-maker**

The district will designate and authorize at least one employee to act as "Title IX Coordinator" to coordinate the district's state and federal sex discrimination and sexual harassment regulation compliance efforts. The decision-maker who reaches the final determination of responsibility for alleged Title IX sexual harassment will be the Superintendent or designee. The decision-maker cannot be the same person who serves as the Title IX Coordinator or the investigator of a Title IX complaint.

Any individual designated as Title IX Coordinator, an investigator, or decision-maker, and any person who facilitates an informal resolution process must not have a conflict of interest or bias for or against complainants or respondents in general or individually, and must receive training on the definition of sexual harassment under Title IX, the scope of the district's education program or activity, how to conduct an investigation and grievance process and informal resolution process, and how to serve impartially. The decision-maker must also receive training on any technology to be used during hearings if the district provides for a hearing, on issues of relevance of questions and evidence, and on how to create an investigative report that fairly summarizes relevant evidence.

Any training materials used to train Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process must not rely on sex stereotypes and must promote impartial investigations and adjudications of complaints. The district shall maintain for a period of seven years records of any informal resolution and the result; and all materials used to train Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process, and make such materials available on the district's website or make these materials available upon request for inspection by members of the public.

## **Notice**

Information about the District's sexual harassment policy will be easily understandable, conspicuously posted throughout each school building, included in student and staff handbooks and provided to volunteers and parents.

In addition to the posting and reproduction Procedure 3205P and Policy 3205, the District will provide notice to employees and applicants that complaints pursuant to this procedure may be filed with Jeff Lowell, Title IX Coordinator through any of the following methods:

- Email: [lowellj@bsd405.org](mailto:lowellj@bsd405.org)
- Phone: 425-456-4010 or 425-456-4050
- US Mail: *Jeff Lowell, Title IX Coordinator*, P.O. Box 90010, Bellevue, WA 98009
- In-person at the District's Educational Service Center address 12111 NE 1st St Bellevue, 98005.

## **Employee Responsibilities**

The district is on notice and required to take action when any employee knows, or in the exercise of reasonable care should know, about possible sexual harassment.

All employees will direct potential complainants to Jeff Lowell, Title IX Coordinator. Additionally, all employees will also inform an appropriate supervisor or professional staff member when they receive complaints of sexual harassment.

In the event of an alleged sexual assault of a student, *the school principal or designee* will immediately inform:

- the Title IX Coordinator so that the District can appropriately respond to the incident consistent with its own grievance procedures; and
- law enforcement.

The school principal will then notify the targeted student(s) and their parents/guardians of their right to file a criminal complaint and a sexual harassment complaint simultaneously.

## **Confidentiality**

If a complainant requests that his or her name not be revealed to the alleged perpetrator or asks that the District not investigate or seek action against an alleged perpetrator, the request will be forwarded to Jeff Lowell, Title IX Coordinator for evaluation.

The Title IX Coordinator should inform the complainant that honoring the request may limit the District's ability to respond fully to the incident, including pursuing disciplinary action against the alleged perpetrator.

If the complainant still requests that his or her name not be disclosed to the alleged perpetrator or that the District not investigate or seek action against the alleged perpetrator, the District will need to determine if it can honor such a request while still providing a safe and nondiscriminatory environment for all students, staff and other third parties engaging in District activities, including the person who reported the sexual harassment. Although a complainant's request to have his or her name withheld may limit the District's ability to respond fully to an individual allegation of sexual harassment, the District will use other appropriate means available to address the sexual harassment.

## **Retaliation**

Title IX prohibits retaliation, defined as adverse action taken against any individual in response to, motivated by or in connection with an individual's complaint of sexual harassment, participating in an investigation of such complaint and/or opposition to such harassment in the educational setting. When a formal complaint of sexual harassment is made or an informal resolution process is engaged, the District will take steps to prevent any retaliation against the complainant, any individual who was the subject of the harassment, or against individuals who provided information as a witness. The District will investigate all allegations of retaliation and take actions against those found to have retaliated.

## **Grievance Process**

### **Level One – Formal Complaint to District**

Anyone may initiate a formal complaint of sexual harassment. Any District employee in receipt of a complaint will promptly notify Jeff Lowell, Title IX Coordinator. Once the grievance process is initiated through a formal complaint, the District will provide supportive measures to protect the complainant before the outcome of the District's investigation. Formal complaints where the allegations arise out of the same facts will be consolidated when possible. The following grievance process will be followed:

### **Filing of Complaint**

- All formal complaints will be in writing and will set forth the specific acts, conditions or circumstances alleged to have occurred and to constitute sexual harassment. The Title IX Coordinator or designee may draft the complaint based on the report of the complainant for the complainant to review and approve.
- The superintendent or Title IX Coordinator may also conclude that the District needs to investigate based on information in his or her possession, regardless of the complainant's interest in filing a formal complaint.
- The time for filing a complaint is one (1) year from the date of the occurrence that is the subject matter of the complaint. However, a complaint filing deadline may not be imposed if the complainant was prevented from filing due to:
  - Specific misrepresentations by the District that it had resolved the problem forming the basis of the complaint; or
  - Withholding of information that the District was required to provide under WAC 392-190-065 or WAC 392-190-005.
- Complaints may be submitted to Jeff Lowell, Title IX Coordinator through any of the following methods:
  - Email: [lowellj@bsd405.org](mailto:lowellj@bsd405.org)
  - Phone: 425-456-4010 or 425-456-4050
  - US Mail: Jeff Lowell, Title IX Coordinator, P.O. Box 90010 Bellevue, WA 98009
  - In-person at the District's Educational Service Center address 12111 NE 1<sup>st</sup> St Bellevue, 98005.

### **Investigation and Response**

- The Title IX Coordinator or designee will, upon receipt of a complaint:
  - Promptly contact the complainant confidentially to:
    - assess whether a formal complaint of sexual harassment meets the criteria for a Title IX complaint and provide the complainant with notice of whether the grievance process will continue under Title IX or state law or both.

- discuss the availability of supportive measures,
    - consider the complainant's wishes with respect to supportive measures,
    - inform the complainant of the availability of supportive measures with or without the filing of a formal complaint,
    - provide the complainant a copy of the complaint, investigation, and grievance processes under this procedure,
    - and explain to the complainant the process for filing a formal complaint
  - Direct the complaint to the appropriate lead staff member to investigate all formal, written complaints of sexual harassment or information in the coordinator's possession that they believe requires further investigation.
    - The Title IX Coordinator will delegate his or her authority to participate in this process if such action is necessary to avoid any potential conflicts of interest.
  - Identify the individual who will be responsible for making a determination related to the complaint. This individual cannot be the Title IX Coordinator, or the individual tasked with investigating the complaint.
- The Title IX Coordinator or designee will, upon receipt of a complaint:
  - Promptly contact the complainant and respondent to provide notice:
    - of the allegations of sexual harassment with sufficient time for the parties to prepare a response before any initial interview and with sufficient detail. Such sufficient detail includes the identities of the parties involved in the incident if known, the conduct allegedly constituting sexual harassment, and the date and location of the alleged incident if known.
    - that the parties may have an advisor of their choice who may be an attorney or non-attorney, and who may inspect and review evidence of the alleged sexual harassment.
    - that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility for alleged sexual harassment is made at the conclusion of the grievance process.
    - of any provision in student conduct policies and procedures that prohibits false statements or submitting false information.
- Investigations will be carried out in a manner that is adequate in scope, reliable and impartial.
- During the investigation process, the complainant(s) and respondent(s) will have equal opportunity to present witnesses and relevant evidence.
- Prior to initiating an interview with complainants, respondents, and/or witnesses, investigators will ask the complainant, respondent, and/or witnesses if they wish to have an individual present as an advisor during any District-initiated investigatory activities. Each party may choose their advisor who may be, but need not be, an attorney.
- When the investigation is completed, the investigator will compile a full written report of the complaint and the results of the investigation.
- The District must, at the first opportunity but in all cases within forty-eight hours of receiving a report alleging sexual misconduct by a school employee, notify the parents of a student alleged to be the victim, target, or recipient of the misconduct.

**During the grievance process and when investigating:**

- The burden of gathering evidence and burden of proof remains on the school. Any investigation begins with a presumption that the respondent is not responsible for the alleged behavior.
- Complainants and respondents have equal opportunity to present fact and expert witnesses and other

evidence.

- Complainants and respondents can gather evidence but must refrain from retaliation while doing so. (e.g., no “gag orders”).
- Written notice of any investigative interviews, meetings, or hearings will be sent to all parties and their advisors.
- Investigators must send the parties, and their advisors, evidence directly related to the allegations, in electronic format or hard copy, with at least 10 days for the parties to inspect, review, and respond to the evidence.
- Investigators must send the parties, and their advisors, an investigative report that fairly summarizes relevant evidence, in electronic format or hard copy, with at least 10 days for the parties to respond.
  - After the school has sent the investigative report to the parties and before reaching a determination regarding responsibility, the decision-maker(s) must:
    - afford each party the opportunity to submit written, relevant questions that a party wants asked of any party or witness,
    - provide each party with the answers,
    - and allow for additional, limited follow-up questions from each party.
      - Questions and evidence about a complainant’s prior sexual behavior are irrelevant unless offered to prove that someone other than the respondent committed the alleged misconduct or offered to prove consent.

### **Standard of Evidence**

The standard of evidence the District will use to determine responsibility is the preponderance of the evidence standard. This standard will be used for all formal complaints of sexual harassment whether the respondent is a student or an employee (including faculty member(s)).

### **Formal Written Response**

- The District’s decision-maker must issue a written determination regarding responsibility to the complainant and the respondent within thirty (30) calendar days of receipt of the complaint, unless otherwise agreed to by the complainant or if exceptional circumstances related to the complaint require an extension of the time limit.
  - In the event an extension is needed, the District’s decision-maker will notify the complainant in writing of the reason for the extension and the anticipated response date.
  - At the time the District responds to the complainant, the District’s decision-maker must send a copy of the response to the office of the superintendent of public instruction.
- The response of the District’s decision-maker will be sent to both parties and include:
  - 1) a summary of the results of the investigation;
  - 2) a statement as to whether a preponderance of the evidence establishes responsibility of the respondent, including rationale for the result as to each allegation;
  - 3) if a finding of responsibility is returned, the corrective measures the District deems necessary, including assurance that the District will take steps to prevent recurrence and remedy its effects on the complainant and others, if appropriate;
  - 4) notice of complainant’s and respondent’s appeal rights and the necessary filing information; and
  - 5) any corrective measures the District will take, including:
    - a. remedies for the complainant (e.g., sources of counseling, advocacy and academic support),

- b. and notice of potential sanctions for the respondent(s) (e.g., discipline).
  - 6) inform the complainant and their parent/guardian how to report any subsequent problems.
    - a. Additionally, the District will conduct follow-up inquiries to see if there have been any new incidents or instances of retaliation, and to promptly respond and appropriately address continuing or new problems.
    - b. Follow-up inquiries will follow a timeline agreed to by the District and complainant.
- The decision-maker's response will be provided in a language the complainant and respondent can understand and may require language assistance for complainants with limited English proficiency in accordance with Title VI of the Civil Rights Act of 1964.
  - *If the complaint alleges discriminatory harassment by a named party or parties, the coordinator will provide the accused party or parties with notice of the outcome of the investigation and notice of their right to appeal any discipline or corrective action imposed by the District.*
- Any corrective measures deemed necessary will be instituted as quickly as possible, but in no event more than thirty (30) days after the decision maker's mailing of a written response, unless the respondent is appealing the imposition of discipline and the District is barred by due process considerations or a lawful order from imposing the discipline until the appeal process is concluded. Staff may also pursue complaints through the appropriate collective bargaining agreement process or anti-discrimination policy.

### **Dismissal of Allegations**

Allegations of conduct that do not meet the definition of sexual harassment or did not occur in a school's education program or activity against a person in the U.S. must be dismissed for Title IX purposes. Should it be necessary to dismiss under Title IX, the Title IX Coordinator will inform complainant(s) and respondent(s) of this decision. A dismissal under Title IX will not prevent the district from utilizing this grievance process to address the alleged conduct and resolve the complaint.

A formal complaint or allegations therein may be dismissed in their entirety:

- if the complainant informs the Title IX Coordinator in writing that the complainant desires to withdraw the formal complaint or allegations therein,
- if the respondent is no longer enrolled or employed by the school, or
- if specific circumstances prevent the school from gathering sufficient evidence to reach a determination.

Parties will receive written notice of a dismissal (mandatory or discretionary) and the reasons for the dismissal.

### **Informal Complaint Process**

Under Washington State requirements, anyone may use informal procedures to report and resolve complaints of sexual harassment.

Anyone may use informal resolution options to resolve complaints of sexual harassment if both parties give voluntary, informed, written consent to attempt informal resolution. Informal resolution options will be any effective steps reasonably calculated to end any harassment and to correct any discriminatory effects on the complainant. Any informal resolution option must be facilitated by individuals trained to provide such a resolution.

At any time prior to a determination regarding responsibility for alleged sexual harassment as defined by Title IX regulations, the district may permit a complainant to waive the formal complaint grievance process in favor of an informal resolution process not involving a full investigation and adjudication, provided that the district obtains the parties' voluntary, written consent, the district does not offer informal resolution of sexual harassment allegations against a respondent who is an employee of the district, and the district provides the parties with written notice disclosing the allegations, the requirements for the informal resolution process, and the circumstances in which the parties would be precluded from continuing with a formal resolution process for the same allegations.

The District may not require any individual to waive their right to a formal investigation and adjudication of any formal complaint of sexual harassment as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right.

Informal remedies may include:

- An opportunity for the complainant to explain to the alleged harasser that the alleged conduct is unwelcome, offensive or inappropriate, either in writing or face-to-face;
- A statement from a staff member to the alleged harasser that the alleged conduct is not appropriate and could lead to discipline if proven or repeated;
- A public statement from an administrator in a building reviewing the District sexual harassment policy without identifying the complainant;
- Developing a safety plan;
- Separating students;
- Providing staff and/or student training;
- Mediation (facilitated conflict resolution); or
- Restorative justice (peer-mediated small groups to talk, ask questions, and air grievances).
- At any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint.

As part of an informal resolution, the District will inform the complainant and their parent/guardian how to report any subsequent problems. This information will be provided to the complainant in writing and will be provided in a language the complainant can understand and may require language assistance for complainants with limited English proficiency in accordance with Title VI of the Civil Rights Act of 1964. Additionally, the District will conduct follow-up inquiries to see if there have been any new incidents or instances of retaliation, and to promptly respond and appropriately address continuing or new problems. Follow-up inquiries will follow a timeline agreed to by the District and complainant, which will be included in the written response to the complainant and their parent/guardian.

### **Emergency Removals for alleged sexual harassment under Title IX**

These additional Title IX sexual harassment procedures do not preclude a school district from removing a student from school on an emergency basis consistent with [Procedure 3120P: Enrollment – Resident Student](#), [Procedure 3141: Nonresident Students](#), and [Policy and Procedure 3241: Student Discipline](#) and the associated student discipline regulations for emergency expulsion.

### **Title IX Investigation Recordkeeping**

The district will maintain records of each Title IX sexual harassment investigation, including any determination regarding responsibility and any audio or audiovisual recording or transcript; any

disciplinary sanctions imposed on the respondent, and any remedies provided to the complainant; and any appeal from the result of a determination regarding responsibility, for a period of seven years.

The district must maintain records of any actions, including supportive measures, taken in response to a report or formal complaint of sexual harassment under Title IX, for a period of seven years.

## **Level Two - Appeal Rights**

### **Notice of Appeal and Hearing**

An appeal may be filed from a determination of responsibility (respondent), a finding of not responsible (complainant) or dismissal of a formal complaint (complainant) on the basis that:

- A procedural irregularity affected the outcome of the matter,
- Newly discovered evidence not reasonably available at the time the determination regarding responsibility was made that could affect/alter the outcome of the matter
- Title IX personnel had a conflict of interest or bias, that affected the outcome of the matter, and/or
- Additional bases as determined by the district.

A complainant or respondent must file a written notice of appeal within five (5) school days of receiving the written decision to the superintendent or his or her designee. The superintendent or his or her designee will review the investigative report and issue a written decision on the merits of the appeal within five (5) school days of receiving the notice of appeal, including:

- Providing written notice to the other party when an appeal is filed;
- Implementing appeal procedures equally for both parties;
- Ensuring that the decision-maker for the appeal is not the same decision-maker who reached the determination regarding responsibility or dismissal, the investigator, or the Title IX Coordinator;
- Ensuring that the decision-maker for the appeal has received the training required for decision-makers as required by this procedure.
- Providing both parties with a reasonable, equal opportunity to submit a written statement in support of or challenging the outcome of the initial determination; and
- Issuing a written decision describing the result of the appeal and the rationale for the result.

If the targeted student remains dissatisfied after the initial appeal to the superintendent or designee, the student may appeal to the disciplinary appeal council by filing a written notice of appeal with the school support coordinator on or before the fifth (5<sup>th</sup>) school day following the date upon which the complainant received the superintendent or designee's written decision.

An appeal before the disciplinary appeal council must be heard on or before the tenth (10<sup>th</sup>) school day following the filing of the written notice of appeal to the disciplinary appeal council. The disciplinary appeal council will review the record and render a written decision on the merits of the appeal on or before the fifth (5<sup>th</sup>) school day following the termination of the hearing and will provide a copy to all parties involved. The board or council's decision will be the final district decision.

The decision will be provided in a language that the complainant can understand which may require language assistance for complainants with limited English proficiency in accordance with Title VI of the Civil Rights Act.

The decision will include notice of the complainant's right to appeal to the Superintendent of Public Instruction and will identify where and to whom the appeal must be filed. The District will send a copy of the appeal decision to the office of the superintendent of public instruction.

### **Level Three - Complaint to the Superintendent of Public Instruction**

#### **Filing of Complaint**

If a complainant disagrees with the decision of the Disciplinary Appeals Council, or if the District fails to comply with this procedure, the complainant may file a complaint with the Superintendent of Public Instruction (OSPI).

A complaint must be received by the Superintendent of Public Instruction on or before the twentieth (20<sup>th</sup>) calendar day following the date upon which the complainant received written notice of the board of directors' decision, unless the Superintendent of Public Instruction grants an extension for good cause. Complaints may be submitted by mail, fax, electronic mail, or hand delivery.

A complaint must be in writing and include:

- A description of the specific acts, conditions or circumstances alleged to violate applicable anti-sexual harassment laws;
- The name and contact information, including address, of the complainant;
- The name and address of the District subject to the complaint;
- A copy of the District's complaint and appeal decision, if any; and
- A proposed resolution of the complaint or relief requested. If the allegations regard a specific student, the complaint must also include the name and address of the student, or in the case of a homeless child or youth, contact information.

#### **Investigation, Determination and Corrective Action**

Upon receipt of a complaint, the Office of the Superintendent of Public Instruction may initiate an investigation, which may include conducting an independent on-site review. OSPI may also investigate additional issues related to the complaint that were not included in the initial complaint or appeal to the superintendent or board.

Following the investigation, OSPI will make an independent determination as to whether the District has failed to comply with RCW 28A.642.010 or Chapter 392-190, WAC and will issue a written decision to the complainant and the District that addresses each allegation in the complaint and any other noncompliance issues it has identified. The written decision will include corrective actions deemed necessary to correct noncompliance and documentation the District must provide to demonstrate that corrective action has been completed.

All corrective actions must be completed within the timelines established by OSPI in the written decision unless OSPI grants an extension. If timely compliance is not achieved, OSPI may act including but not limited to referring the District to appropriate state or federal agencies empowered to order compliance.

A complaint may be resolved at any time when, before the completion of the investigation, the District voluntarily agrees to resolve the complaint. OSPI may provide technical assistance and dispute resolution methods to resolve a complaint.

## **Level Four - Administrative Hearing**

A complainant or school District that desires to appeal the written decision of the Office of the Superintendent of Public Instruction may file a written notice of appeal with OSPI within thirty (30) calendar days following the date of receipt of that office's written decision. OSPI will conduct a formal administrative hearing in conformance with the Administrative Procedures Act, Chapter 34.05, RCW.

## **Other Complaint Options**

*Office for Civil Rights (OCR), U.S. Department of Education*

OCR enforces several federal civil rights laws, which prohibit discrimination in public schools on the basis of race, color, national origin, sex, disability, and age. File complaints with OCR within 180 calendar days of the date of the alleged discrimination.

206-607-1600 | TDD: 1-800-877-8339 | OCR.Seattle@ed.gov | www.ed.gov/ocr

*Washington State Human Rights Commission (WSHRC)*

WSHRC enforces the Washington Law Against Discrimination (RCW 49.60), which prohibits discrimination in employment and in places of public accommodation, including schools. File complaints with WSHRC within six months of the date of the alleged discrimination.

1-800-233-3247 | TTY: 1-800-300-7525 | www.hum.wa.gov

## **Mediation**

At any time during the complaint procedure set forth in WAC 392-190-065 through 392-190-075, a District may, at its own expense, offer mediation. The complainant and the District may agree to extend the complaint process deadlines in order to pursue mediation.

The purpose of mediation is to provide both the complainant and the District an opportunity to resolve disputes and reach a mutually acceptable agreement using an impartial mediator. Mediation must be voluntary and requires the mutual agreement of both parties. It may be terminated by either party at any time during the mediation process. It may not be used to deny or delay a complainant's right to utilize the complaint procedures.

Mediation must be conducted by a qualified and impartial mediator who may not: 1) Be an employee of any school District, public charter school, or other public or private agency that is providing education related services to a student who is the subject of the complaint being mediated; or 2) Have a personal or professional conflict of interest. A mediator is not considered an employee of the District or charter school or other public or private agency solely because he or she serves as a mediator.

If the parties reach agreement through mediation, they may execute a legally binding agreement that sets forth the resolution and states that all discussions that occurred during the course of mediation will remain confidential and may not be used as evidence in any subsequent complaint, due process hearing or civil proceeding. The agreement must be signed by the complainant and a District representative who has authority to bind the District.

## **Training and Orientation**

A fixed component of all District orientation sessions for staff, students and regular volunteers will introduce the elements of this policy. Staff will be provided information on recognizing and preventing sexual

harassment. Staff will be fully informed of the formal and informal complaint processes and their roles and responsibilities under the policy and procedure.

Staff responsible for facilitating and/or conducting investigations will receive annual training on investigations.

Certificated staff will be reminded of their legal responsibility to report suspected child abuse, and how that responsibility may be implicated by some allegations of sexual harassment. Regular volunteers will get the portions of this component of orientation relevant to their rights and responsibilities.

Students will be provided with age-appropriate information on the recognition and prevention of sexual harassment and their rights and responsibilities under this and other District policies and rules at student orientation sessions and on other appropriate occasions, which may include parents.

As part of the information on the recognition and prevention of sexual harassment staff, volunteers, students and parents will be informed that sexual harassment may include, but is not limited to:

- Demands for sexual favors in exchange for preferential treatment or something of value;
- Stating or implying that a person will lose something if he or she does not submit to a sexual request;
- Penalizing a person for refusing to submit to a sexual advance, or providing a benefit to someone who does;
- Making unwelcome, offensive or inappropriate sexually suggestive remarks comments, gestures, or jokes; or remarks of a sexual nature about a person's appearance, gender or conduct;
- Using derogatory sexual terms for a person;
- Standing too close, inappropriately touching, cornering or stalking a person;
- Displaying offensive or inappropriate sexual illustrations on school property;
- Sexual Assault;
- Intimate Partner (Dating and/or Domestic Violence); or
- Stalking.

### **Policy and Procedure Review**

Annually, the superintendent or designee will convene an ad hoc committee composed of representatives of certificated and classified staff, volunteers, students and parents to review the use and efficacy of this policy and procedure. The compliance officer will be included in the committee. Based on the review of the committee, the superintendent or designee will prepare a report to the board including, if necessary, any recommended policy changes. The superintendent will consider adopting changes to this procedure if recommended by the committee.

**Date: 8.18, 8.20**