

Exhibit 4319.12-E(1): Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures

Status: DRAFT

| Last Revised Date: 02/02/2021

NOTICE OF TITLE IX SEXUAL HARASSMENT POLICY/NONDISCRIMINATION

The Code of Federal Regulations, Title 34, Section 106.8 requires the district to issue the following notification to employees, job applicants, and employee organizations:

The district does not discriminate on the basis of sex **and prohibits sex discrimination, including sex-based harassment**, in any education program or activity that it operates. The prohibition against discrimination on the basis of sex is required by federal law (20 USC 1681-1688; 34 CFR Part 106) and extends to employment. The district also prohibits retaliation against any employee for filing a complaint or exercising any right granted under Title IX.

Title IX requires a school ~~The~~ **district is required, as specified in Title IX,** to take immediate ~~prompt~~ **and appropriate equitable** action to address any potential Title IX violations that are brought to its attention. Any inquiries about the application of Title IX, this notice, and who is protected by Title IX may be referred to the ~~district's~~ **district's** Title IX Coordinator, to the Assistant Secretary for Civil Rights of the U.S. Department of Education, or both.

The district has designated and authorized the following employee(s) as the district's Title IX Coordinator, to address concerns or inquiries regarding discrimination on the basis of sex, including ~~sexual~~ **sex-based** harassment; ~~sexual assault, dating violence, domestic violence, and stalking;~~

Jorge A. Ronquillo
Assistant Superintendent Human Resources
546 South Citrus Avenue
Azusa, CA 91702
(626) 858-6189
jronquillo@azusa.org

Any individual may report sex discrimination, including ~~sexual~~ **sex-based** harassment, to the Title IX Coordinator or any other school employee at any time, including during non-business hours, by mail, phone, or email. ~~During district business hours, reports may also be made in person. Upon receiving an allegation of sexual~~ **sex discrimination, including sex-based** harassment, the Title IX Coordinator will promptly notify the parties, in writing, of the applicable district complaint procedure.

To view an electronic copy of the district's policies and administrative regulations on ~~sexual~~ **sex discrimination, including sex-based** harassment, including the grievance process that complies with 34 CFR 106.45, please see ~~BP/AR~~ **Board Policy/Administrative Regulation 4119.11/4219.11/4319.11 - Sexual Sex Discrimination and Sex-Based** Harassment, and ~~AR~~ **Administrative Regulation 4119.12/4219.12/4319.12 Title IX-Sexual Sex Discrimination and Sex Based** Harassment Complaint Procedures on the district's web site ~~website~~ at www.azusa.org

To inspect or obtain a copy of the district's ~~sexual~~ **sex discrimination and sex-based** harassment policies and administrative regulations, please contact: Jorge A. Ronquillo at Azusa Unified School District (626) 858-6189 or email jronquillo@azusa.org

Materials used to train ~~employees;~~ the Title IX Coordinator; investigator(s), decision-maker ~~decisionmaker~~ (s), and **other person(s) who are responsible for implementing the district's grievance procedures or have the authority to modify or terminate supportive measures;** and any person(s) who facilitates an informal resolution process, are also ~~publicly available on the district's web site or at the district office upon request.~~

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State References

5 CCR 4600-4670

Description

Uniform complaint procedures

State References

5 CCR 4900-4965

Civ. Code 1714.1

Civ. Code 51.9

Ed. Code 200-270

Ed. Code 48900

Ed. Code 48900.2

Ed. Code 48985

Gov. Code 12950.1

Federal References

20 USC 1092

20 USC 1221

20 USC 1681-1688

34 CFR 106.1-106.82

34 CFR 99.1-99.67

34 USC 12291

42 USC 1983

42 USC 2000d-2000d-7

42 USC 2000e-2000e-17

U.S. DOJ, FBI Publication

Management Resources References

Court Decision

Court Decision

Court Decision

Court Decision

Court Decision

Court Decision

Court Decision

Federal Register

Website

Website

Website

Website

Website

Cross References

0410

1312.3

Description

Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance

[Liability of parent or guardian for act of willful misconduct by a minor](#)[Liability for sexual harassment; business, service and professional relationships](#)[Prohibition of discrimination](#)[Grounds for suspension or expulsion](#)[Additional grounds for suspension or expulsion; sexual harassment](#)[Notices to parents in language other than English](#)[Sexual harassment training](#)**Description**

Definition of sexual assault

Application of laws

Title IX of the Education Amendments of 1972; discrimination based on sex

Nondiscrimination on the basis of sex in education programs

Family Educational Rights and Privacy

Definition of dating violence, domestic violence, and stalking

Civil action for deprivation of rights

Title VI, Civil Rights Act of 1964

Title VII, Civil Rights Act of 1964, as amended

[National Incident-Based Reporting System](#)**Description**

Reese v. Jefferson School District (2000, 9th Cir.) 208 F.3d 736

Davis v. Monroe County Board of Education (1999) 526 U.S. 629

Gebser v. Lago Vista Independent School District (1998) 524 U.S. 274

Oona by Kate S. v. McCaffrey (1998, 9th Cir.) 143 F.3d 473

Doe v. Petaluma City School District (1995, 9th Cir.) 54 F.3d 1447

Donovan v. Poway Unified School District (2008) 167 Cal.App.4th 567

Flores v. Morgan Hill Unified School District (2003, 9th Cir.) 324 F.3d 1130

[Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, April 29, 2024, Vol. 89, No. 83, pages 33474-33896](#)[U.S. Department of Justice, Federal Bureau of Investigation](#)[CSBA District and County Office of Education Legal Services](#)[CSBA](#)[California Department of Education](#)[U.S. Department of Education, Office for Civil Rights](#)**Description**[Nondiscrimination In District Programs And Activities](#)[Uniform Complaint Procedures](#)

Cross References

1312.3

1312.3-E PDF(1)

1312.3-E PDF(2)

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3580

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3600

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4119.11

4131

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Description[Uniform Complaint Procedures](#)[Uniform Complaint Procedures](#)[Uniform Complaint Procedures](#)[Civility](#)[District Records](#)[District Records](#)[Consultants](#)[Nondiscrimination In Employment](#)[Nondiscrimination In Employment](#)[Lactation Accommodation](#)[Employment Status Reports](#)[Dismissal/Suspension/Disciplinary Action](#)[Dismissal/Suspension/Disciplinary Action](#)[Sex Discrimination and Sex-Based Harassment](#)[Sex Discrimination and Sex-Based Harassment](#)[Staff Development](#)[Dismissal/Suspension/Disciplinary Action](#)[Dismissal/Suspension/Disciplinary Action](#)[Sex Discrimination and Sex-Based Harassment](#)[Sex Discrimination and Sex-Based Harassment](#)[Sex Discrimination and Sex-Based Harassment](#)[Sex Discrimination and Sex-Based Harassment](#)[Sex Discrimination and Sex-Based Harassment](#)[Sex Discrimination and Sex-Based Harassment](#)