Policy 4119.11: Sex Discrimination and Sex-Based Harassment

Status: DRAFT

Original Adopted Date: 10/05/2010 | Last Revised Date: 02/02/2021

The following policy shall apply to all district employees, interns, volunteers, contractors, job applicants, and other persons with an employment relationship with the district.

The Governing Board is committed to providing a safe work environment that is free of **discrimination**, harassment, and intimidation. The Board prohibits sexual sex discrimination, including sex-based harassment, as defined in the accompanying administrative regulation, in district programs and activities by and against district employees and.

Additionally, the Board prohibits retaliatory behavior or action against any person who complains, or testifies about conduct that reasonably may constitute sex discrimination, including sex-based harassment, reports such conduct, or otherwise participates or refuses to participate in the complaint process established for the purpose of this policy.

Sexual harassment includes, but is not limited to, harassment that is based on the sex, gender, gender identity, gender expression, or sexual orientation of the victim and harassment based on pregnancy, childbirth, or related medical conditions. (Education Code 220.1; 34 CFR 106.71)

The Superintendent or designee shall take all actions necessary to ensure the prevention, investigation, and correction of sexualsex discrimination and sex-based harassment, including but not limited to:

- 1. Providing training to employees in accordance with law and administrative regulation
- 2. Publicizing and disseminating the district's sexualsex discrimination and sex-based harassment policy to employees and others to whom the policy may apply
- 3. Publicizing, in accordance with 34 CFR 106.8 and as specified in Administrative Regulation 4030 -Nondiscrimination in Employment, a Title IX notice of nondiscrimination to employees, applicants for employment, and bargaining units
- 4. Ensuring prompt, thorough, fair, and equitable investigation of complaints through the appropriate state and/or federal procedures
- 5. Taking timely and appropriate corrective/remedial action(s), which may require interim separation of the complainant and the alleged harasser and subsequent monitoring of developments

The Superintendent or designee shall periodically evaluate the effectiveness of the district's strategies to prevent and address <u>sex discrimination and sex-based</u> harassment. Such evaluation may involve conducting regular anonymous employee surveys to assess whether <u>sex discrimination and/or sex-based</u> harassment is occurring or is perceived to be tolerated, partnering with researchers or other agencies with the needed expertise to evaluate the district's prevention strategies, and using any other effective tool for receiving feedback on systems and/or processes. As necessary, changes shall be made to the harassment policy, (ies), complaint procedures, or training.

Sexual Harassment, as appropriate and in accordance with law.

Reports and Complaints

District employees who feel that they have been sexually harassed in the performance of theirAny district responsibilities employee who has experienced sex discrimination or who havesex-based harassment in the district's education program or activity may file a complaint with the district's Title IX Coordinator. (34 CFR 106.2, 106.44)

Any employee with knowledge of any incident of sexualconduct that reasonably may constitute sex discrimination or sex-based harassment by or against another employee shall immediately report the incident to their direct supervisor, a district administrator, or the district's Title IX Coordinator. Employees may bypass their supervisor in filing a complaint if the supervisor is the subject of the complaint. A supervisor or administrator who receives a harassment complaint shall promptly employee, a student, or a third party in a district education program or activity shall notify the Title IX Coordinator. Within one workday. An employee may be subject to discipline for failure to timely report such conduct. (34 CFR 106.44)

Once notified, the Title IX Coordinator shall ensure the complaint or allegation is addressed through ARAdministrative Regulation 4119.12/4219.12/4319.12 - Title IX SexualSex Discrimination and Sex-Based Harassment Complaint Procedures or AR 4030 - Nondiscrimination in Employment, as applicable. Because a complaint or allegation that is dismissed or denied under the Title IX complaint procedure may still be subject to consideration under state law, the Title IX Coordinator shall ensure that any implementation of AR 4119.12/4219.12/4319.12 concurrently meets the requirements of AR 4030.

The Title IX Coordinator shall offer and coordinate supportive measures to be provided to the complainant and, if the district has begun grievance procedures or offered an informal resolution process to the respondent, offer and coordinate supportive measures to be provided to the respondent as deemed appropriate under the circumstances. (34 CFR 106.44)

Upon investigation of a sexualsex discrimination or sex-based harassment complaint, any district employee found to have engaged or participated in sexualsex discrimination or sex-based harassment or to have aided, abetted, incited, compelled, or coerced another to commit sexualsex discrimination or sex-based harassment in violation of this policy shall be subject to disciplinary action, up to and including dismissal, in accordance with law and the applicable collective bargaining agreement.

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	Description
2 CCR 11006-11086	Discrimination in employment
2 CCR 11009	Employment discrimination
2 CCR 11021	Discrimination in employment - retaliation
2 CCR 11023	Harassment and discrimination prevention and correction
2 CCR 11024	Required training and education on harassment based on sex, gender identity and expression, and sexual orientation
2 CCR 11034	Terms, conditions, and privileges of employment
5 CCR 4900-4965	Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance
Ed. Code 200-270	Prohibition of discrimination
Ed. Code 220.1	Prohibition of retaliation related to educational equity
Ed. Code 220.3	Prohibition of disclosure of information related to student's sexual orientation, gender identity, or gender expression
Ed. Code 220.5	Prohibition of policies requiring disclosure of information related to student's sexual orientation, gender identity, or gender expression
Gov. Code 12900-12996	Fair Employment and Housing Act
Gov. Code 12940	Unlawful discriminatory employment practices
Gov. Code 12950	Sexual harassment
Gov. Code 12950.1	Sexual harassment training
Lab. Code 1101	Political activities of employees
Lab. Code 1102.1	Discrimination: sexual orientation
Lab. Code 1197.5	Wages, hours, and working conditions
Federal References	Description
20 USC 1681-1688	Title IX of the Education Amendments of 1972; discrimination based on sex
29 CFR 1636	Implementation of the Pregnant Workers Fairness Act

Nondiscrimination on the basis of sex in education programs

34 CFR 106.1-106.82

42 USC 2000e-2000e-17 Title VII, Civil Rights Act of 1964, as amended 42 USC 2000gg-2000gg-6 Pregnant Workers Fairness Act Management Resources References Description Court Decision Burlington Industries v. Elireth (1978) 118 S.Ct. 2257 Court Decision Eageartment of Health Services v. Superior Court of California (2003) 31 Cal. Decision Faragher v. City of Doca Raton (1979) 118 S.Ct. 2275 Court Decision Gester v. Lago Vista Independent School District (1978) 118 S.Ct. 19789 Court Decision Meritor Savings Bank, FSB v. Vinson et al. (1986) 447 U.S. 57 Court Decision Oncale v. Sundowner Offshore Serv. Inc. (1978) 118 S.Ct. 2795 Court Decision Oncale v. Sundowner Offshore Serv. Inc. (1978) 118 S.Ct. 2978 Federal Register Receiving Federal Financial Assistance. April 29, 2024. Vol. 82, No. 83. Publication Promising Practices for Preventing Harassment, November 2017 Website California Court April April 20, 2024. Vol. 82, No. 83. Website California Court April April 20, 2024. Vol. 82, No. 83. Vebsite California Court April April 20, 2024. Vol. 82, No. 83. Vebsite California Court April 41, State April 20, 2024. Vol. 82, No. 83. Vebsite California Court April 41, State April 20, 2024. Vol. 82, No. 83. Vebsite California Court April 41, State April 20, 2024. Vol. 82, No. 83. Vebs	Federal References	Description
Management Resources References Description Court Decision Burlington Industries v. Ellreth (1998) 118 S.Ct. 2257 Court Decision Cal 4th 1026 Court Decision Faragher v. City of Boca Raton (1998) 118 S.Ct. 2275 Court Decision Gebser v. Lago Vista Independent School District (1998) 118 S.Ct. 1989 Court Decision Gebser v. Lago Vista Independent School District (1998) 118 S.Ct. 1989 Court Decision Oncale v. Sundowner Offshore Serv. Inc. (1998) 118 S.Ct. 998 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. Equal Employment Opportunity Com. Promising Practices for Preventing Harassment, November 2017 Website California Department of Education Legal Services Website California Civil Rights Department Website California Civil Rights Department Website Equal Employment Opportunity Com. Vebsite Corprehensive Safety Plan 0410 Nondiscrimination In District Programs And Activities 0450 Comprehensive Safety Plan 1312.3 Uniform Complaint Procedures 1312.3 Uniform Complaint Procedures	42 USC 2000e-2000e-17	Title VII, Civil Rights Act of 1964, as amended
Court DecisionBurlington Industries v. Ellreth (1998) 118 S.Ct. 2257Court DecisionDepartment of Health Services v. Superior Court of California (2003) 31 Cal.4th 1026Court DecisionFaragher v. City of Boca Raton (1998) 118 S.Ct. 2275Court DecisionGebser v. Lago Vista Independent School District (1998) 118 S.Ct. 1989Court DecisionOncale v. Sundowner Offshore Serv. Inc. (1998) 118 S.Ct. 978Court DecisionOncale v. Sundowner Offshore Serv. Inc. (1998) 118 S.Ct. 978Federal RegisterNondiscrimination on the Basic Sex in Education Programs or Activities Receiving Federal Financial Assistance. April 22, 2024, Vol. 80, No.83, pages 38474-38476VS. Equal Employment Opportunity Com. PublicationPromising Practices for Preventing Harassment. November 2017WebsiteCalifornia Civil Rights Department WebsiteWebsiteCalifornia Civil Rights Department WebsiteWebsiteCalifornia Civil Rights Department WebsiteOut On ConserverComprehensive Safety PlanOduNondiscrimination In District Programs And ActivitiesOduComprehensive Safety PlanOduComprehensive Safety PlanOduUniform Complaint Procedures1312.3Uniform Complaint Procedures1312.3Civili KiSagoRisk Management/Insurance3330Risk Management/Insurance3330Risk Management/Insurance3330Risk Management/Insurance3330Risk Management/Insurance3330Risk Management/Insurance3330Risk Management/Insurance <tr< td=""><td>42 USC 2000gg-2000gg-6</td><td>Pregnant Workers Fairness Act</td></tr<>	42 USC 2000gg-2000gg-6	Pregnant Workers Fairness Act
Court DecisionDepartment of Health Services v. Superior Court of California (2003) 31 Cal 4th 1026Court DecisionFaragher v. City of Boca Raton (1998) 118 S.Ct. 2275Court DecisionGebser v. Lago Vista Independent School District (1998) 118 S.Ct. 1989Court DecisionMeritor Savings Bank, FSB v. Vinson et al. (1996) 447 U.S. 57Court DecisionOncale v. Sundowner Offshore Serv. Inc. (1998) 118 S.Ct. 998Federal RegisterNondiscrimination on the Basis of Serv. In Education Programs or ActivitiesReceiving Federal Financial Assistance. April 29, 2024, Vol. 89, No. 83, pages 33474-33876U.S. Equal Employment Opportunity Com. PublicationPromising Practices for Preventing Harassment, November 2017WebsiteCSBA District and County Office of Education Legal ServicesWebsiteCalifornia Civil Rights DepartmentWebsiteCalifornia Civil Rights DepartmentWebsiteU.S. Equal Employment Opportunity CommissionCross ReferencesDescription0410Nondiscrimination In District Programs And Activities0450Comprehensive Safety Plan0412.3Uniform Complaint Procedures1312.3Uniform Complaint Procedures1312.3Uniform Complaint Procedures1312.3Civility3500Risk Management/Insurance3600Consultants3600Consultants3600Consultants3600Risk Management/Insurance3600Consultants3600Risk Management/Insurance3600Consultants3600Consult	Management Resources References	Description
Court DecisionCai th 1026DecisionCourt DecisionFarsgher v. City of Boca Raton (1998) 118 S.Ct. 2275Court DecisionGebser v. Lago Vista Independent School District (1998) 118 S.Ct. 1989Court DecisionMeritor Savings Bank, FSB v. Vinson et al. (1998) 118 S.Ct. 978Court DecisionOncale v. Sundowner Offshore Serv. Inc. (1998) 118 S.Ct. 978Pederal RegisterNondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Edderal Financial Assistance. April 29, 2024, Vol. 89, No. 83, pages. 32472–33892U.S. Equal Employment Opportunity Com. PublicationPromising Practices for Preventing Harassment, November 2017WebsiteCalifornia Department of EducationWebsiteCalifornia Civil Rights DepartmentWebsiteCalifornia Civil Rights DepartmentWebsiteU.S. Department of Education, Office for Civil RightsWebsiteU.S. Department of Education, Office for Civil RightsWebsiteU.S. Department of Education, Office for Civil RightsWebsiteU.S. Omprehensive Safety PlanO410Nondiscrimination In District Programs And ActivitiesO450Comprehensive Safety PlanO450Comprehensive Safety Plan1312.3Uniform Complaint Procedures1312.3Uniform Complaint Procedures1312.3Civility3530Risk Management/Insurance3600Consultants4030Nondiscrimination In Employment4033Nondiscrimination In Employment4034Nondiscrimination In Employment4035Consultants	Court Decision	Burlington Industries v. Ellreth (1998) 118 S.Ct. 2257
Court DecisionGeber v. Lago Vista Independent School District (1998) 118 S.Ct. 1989Court DecisionMeritor Savings Bank, FSB v. Vinson et al. (1986) 447 U.S. 57Court DecisionOncale v. Sundowner Offshore Serv. Inc. (1998) 118 S.Ct. 998Federal RegisterNondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, April 29, 2024. Vol. 89, No. 83, pages 33474-33896U.S. Equal Employment Opportunity Com. Promising Practices for Preventing Harassment, November 2017WebsiteCSBA District and County Office of Education Legal ServicesWebsiteCalifornia Department of EducationWebsiteCalifornia Civil Rights DepartmentWebsiteCalifornia Civil Rights DepartmentWebsiteU.S. Department of Education. Office for Civil RightsWebsiteGual Employment Opportunity CommissionCross ReferencesDescription0410Nondiscrimination In District Programs And Activities0450Comprehensive Safety Plan1312.3Uniform Complaint Procedures1312.3Uniform Complaint Procedures1313.4Civility350Risk Management/Insurance3500Risk Management/Insurance3501Nondiscrimination In Employment4030Nondiscrimination In Employment4030Nondiscrimination In Employment4033California Complaint Procedures3504Six Management/Insurance3505Risk Management/Insurance3606Consultants4037Nondiscrimination In Employment <t< td=""><td>Court Decision</td><td></td></t<>	Court Decision	
Court DecisionMeritor Savings Bank, FSB v. Vinson et al. (1986) 447 U.S. 57Court DecisionOncale v. Sundowner Offshore Serv. Inc. (1998) 118 S.Ct. 998Federal RegisterReceiving Federal Financial Assistance, April 29, 2024, Vol. 89, No. 83, pages 32474-33896U.S. Equal Employment Opportunity Com. PublicationPromising Practices for Preventing Harassment, November 2017WebsiteCSBA District and County Office of Education Legal ServicesWebsiteCalifornia Civil Rights DepartmentWebsiteCalifornia Civil Rights DepartmentWebsiteU.S. Department of Education, Office for Civil RightsWebsiteEqual Employment Opportunity CommissionCross ReferencesDescription0410Nondiscrimination In District Programs And Activities0450Comprehensive Safety Plan04512.3Uniform Complaint Procedures1312.3Uniform Complaint Procedures1312.3Uniform Complaint Procedures1312.3Consultants0400Consultants0401Nondiscrimination In Employment1312.3Uniform Complaint Procedures1312.3Consultants0401Consultants0402Management/Insurance0403Analesemet/Insurance0404Management/Insurance0405Consultants0406Consultants0407Consultants0408Consultants0409Consultants0409Consultants0400Consultants0401Consultants <t< td=""><td>Court Decision</td><td>Faragher v. City of Boca Raton (1998) 118 S.Ct. 2275</td></t<>	Court Decision	Faragher v. City of Boca Raton (1998) 118 S.Ct. 2275
Court DecisionOncale v. Sundowner Offshore Serv. Inc. (1998) 118 S.Ct. 998Federal RegisterNondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance. April 29, 2024, Vol. 89, No. 83, pages 33474-33896U.S. Equal Employment Opportunity Com. PublicationPromising Practices for Preventing Harassment, November 2017WebsiteCSBA District and County Office of Education Legal ServicesWebsiteCalifornia Department of EducationWebsiteCalifornia Civil Rights DepartmentWebsiteU.S. Department of Education, Office for Civil RightsWebsiteU.S. Department of Education, Office for Civil RightsWebsiteEqual Employment Opportunity CommissionCross ReferencesDescription0410Nondiscrimination In District Programs And Activities0450Comprehensive Safety Plan0450Comprehensive Safety Plan0450Uniform Complaint Procedures1312.3Uniform Complaint Procedures1312.3Uniform Complaint Procedures1313Civility3530Risk Management/Insurance3600Consultants0301Nondiscrimination In Employment0403Nondiscrimination In Employment0404Forploy0405Consultants0406Nondiscrimination In Employment1412.9Enployee Notifications1412.9Enployee Notifications	Court Decision	Gebser v. Lago Vista Independent School District (1998) 118 S.Ct. 1989
Federal RegisterNondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, April 29, 2024, Vol. 89, Nos. 83, ages 33474-33896Visiteremising Practices for Preventing Harassment, November 2017WebsiteCSBA District and County Office of Education Legal ServicesWebsiteCalifornia Department of EducationWebsiteCalifornia Civil Rights DepartmentWebsiteCalifornia Civil Rights DepartmentWebsiteU.S. Department of Education, Office for Civil RightsWebsiteEqual Employment Opportunity CommissionCorseferencesDescription0410Nondiscrimination In District Programs and Activities0450Comprehensive Safety Plan0450Comprehensive Safety Plan1312.3Uniform Complaint Procedures1312.3Uniform Complaint Procedures1313.3Civility3530Risk Management/Insurance3530Risk Management/Insurance3530Risk Management/Insurance3530Nondiscrimination In Employment3530Anodiscrimination In Employment3530Risk Management/Insurance3530Risk Management/Insurance3530Risk Management/Insurance3530Risk Management/Insurance3530Risk Management/Insurance3530Risk Management/Insurance3530Risk Management/Insurance3530Risk Management/Insurance3530Risk Management/Insurance3530Risk Management Jone Sectifications <t< td=""><td>Court Decision</td><td>Meritor Savings Bank, FSB v. Vinson et al. (1986) 447 U.S. 57</td></t<>	Court Decision	Meritor Savings Bank, FSB v. Vinson et al. (1986) 447 U.S. 57
Federal RegisterReceiving Federal Financial Assistance, April 29, 2024, Vol. 89, No. 83, pages 33474-33896U.S. Equal Employment Opportunity Com. PublicationPromising Practices for Preventing Harassment, November 2017WebsiteCSBA District and County Office of Education Legal ServicesWebsiteCalifornia Department of EducationWebsiteCalifornia Civil Rights DepartmentWebsiteU.S. Department of Education, Office for Civil RightsWebsiteU.S. Department of Education, Office for Civil RightsWebsiteEqual Employment Opportunity CommissionCross ReferencesDescription0410Nondiscrimination In District Programs And Activities0450Comprehensive Safety Plan0450Comprehensive Safety Plan1312.3Uniform Complaint Procedures1312.3Uniform Complaint Procedures1312.3Uniform Complaint Procedures1313Civility3530Risk Management/Insurance3530Risk Management/Insurance3600Nondiscrimination In Employment4030Nondiscrimination In Employment4033Lactation Accommodation4040Fenployee Use Of Technology4040-E PDF(1)Employee Use Of Technology4040-E PDF(1)Employee Notifications4040-E PDF(2)Employee Notifications	Court Decision	Oncale v. Sundowner Offshore Serv. Inc. (1998) 118 S.Ct. 998
PublicationPromising Practices for Preventing Harassment, November 2017WebsiteCSBA District and County Office of Education Legal ServicesWebsiteCalifornia Civil Rights DepartmentWebsiteU.S. Department of Education, Office for Civil RightsWebsiteU.S. Department of Education, Office for Civil RightsWebsiteEqual Employment Opportunity CommissionCross ReferencesDescription0410Nondiscrimination In District Programs And Activities0450Comprehensive Safety Plan0450Comprehensive Safety Plan1312.3Uniform Complaint Procedures1312.3Uniform Complaint Procedures1312.3Uniform Complaint Procedures1313.3Civility3530Risk Management/Insurance3600Consultants4030Nondiscrimination In Employment4033Lactation Accommodation4040Employee. Def Circhnology4040-F PDF(1)Employee. Use Of Technology4112.9-E(1)Employee. Notifications	Federal Register	Receiving Federal Financial Assistance, April 29, 2024, Vol. 89, No. 83,
WebsiteCalifornia Department of EducationWebsiteCalifornia Civil Rights DepartmentWebsiteU.S. Department of Education, Office for Civil RightsWebsiteEqual Employment Opportunity CommissionCross ReferencesDescription0410Nondiscrimination In District Programs And Activities0450Comprehensive Safety Plan0450Comprehensive Safety Plan1312.3Uniform Complaint Procedures1312.3Uniform Complaint Procedures1312.3Uniform Complaint Procedures1313.3Civility3530Risk Management/Insurance3530Risk Management/Insurance3600Consultants4030Nondiscrimination In Employment4033Lactation Accommodation4040Employee Use Of Technology4040+ PDF(1)Employee Use Of Technology4112.9Employee Notifications		Promising Practices for Preventing Harassment, November 2017
WebsiteCalifornia Civil Rights DepartmentWebsiteU.S. Department of Education, Office for Civil RightsWebsiteEqual Employment Opportunity. CommissionCross ReferencesDescription0410Nondiscrimination In District Programs And Activities0450Comprehensive. Safety. Plan0450Comprehensive. Safety. Plan1312.3Uniform Complaint Procedures1312.3Uniform Complaint Procedures1312.3-E PDF(1)Uniform Complaint Procedures1313Civility3500Risk Management/Insurance3530Risk Management/Insurance3600Consultants4030Nondiscrimination In Employment4030Lactation Accommodation4040-E PDF(1)Employee. Use Of Technology4040-E PDF(1)Employee. Use Of Technology4112.9Employee. Notifications4112.9-E(1)Employee. Notifications	Website	CSBA District and County Office of Education Legal Services
WebsiteU.S. Department of Education, Office for Civil RightsWebsiteEqual Employment Opportunity CommissionCross ReferencesDescription0410Nondiscrimination In District Programs And Activities0450Comprehensive Safety Plan0450Comprehensive Safety Plan0451Uniform Complaint Procedures1312.3Uniform Complaint Procedures1312.3Uniform Complaint Procedures1312.3-E PDF(1)Uniform Complaint Procedures1313Civility5330Risk Management/Insurance5330Risk Management/Insurance6400Nondiscrimination In Employment4030Nondiscrimination In Employment4033Lactation Accommodation4040+EPDF(1)Employee Use Of Technology4040-FPDF(1)Employee Notifications4112.9Employee Notifications	Website	California Department of Education
WebsiteEqual Employment Opportunity CommissionCross ReferencesDescription0410Nondiscrimination In District Programs And Activities0450Comprehensive Safety Plan0450Comprehensive Safety Plan0450Comprehensive Safety Plan1312.3Uniform Complaint Procedures1312.3Uniform Complaint Procedures1312.3-E PDF(1)Uniform Complaint Procedures1313Civility1313Civility5300Risk Management/Insurance3600Nondiscrimination In Employment4030Nondiscrimination In Employment4033Lactation Accommodation4040-E PDF(1)Employee Use Of Technology4040-E PDF(1)Employee Notifications4112.9-E(1)Employee Notifications	Website	California Civil Rights Department
Cross ReferencesDescription0410Nondiscrimination In District Programs And Activities0450Comprehensive Safety Plan0450Comprehensive Safety Plan1312.3Uniform Complaint Procedures1312.3Uniform Complaint Procedures1312.3-E PDF(1)Uniform Complaint Procedures1313Civility3530Risk Management/Insurance3530Consultants4030Nondiscrimination In Employment4030Lactation Accommodation4031Employee Use Of Technology4040-E PDF(1)Employee Notifications4112.9-E(1)Employee Notifications	Website	U.S. Department of Education, Office for Civil Rights
0410Nondiscrimination In District Programs And Activities0450Comprehensive Safety Plan0450Comprehensive Safety Plan1312.3Uniform Complaint Procedures1312.3Uniform Complaint Procedures1312.3-E PDF(1)Uniform Complaint Procedures1313.3Civility3530Risk Management/Insurance3530Consultants4030Nondiscrimination In Employment4030Lactation Accommodation4033Employee Use Of Technology4040-E PDF(1)Employee Notifications4112.9-E(1)Employee Notifications	Website	Equal Employment Opportunity Commission
0450Comprehensive Safety Plan0450Comprehensive Safety Plan1312.3Uniform Complaint Procedures1312.3Uniform Complaint Procedures1312.3-E PDF(1)Uniform Complaint Procedures1313.3-E PDF(2)Uniform Complaint Procedures1313Civility3530Risk Management/Insurance3600Consultants4030Nondiscrimination In Employment4033Lactation Accommodation4040-E PDF(1)Employee Use Of Technology4040-E PDF(1)Employee Notifications4112.9-E(1)Employee Notifications	Cross Deferences	Description
0450Comprehensive Safety Plan1312.3Uniform Complaint Procedures1312.3Uniform Complaint Procedures1312.3-E PDF(1)Uniform Complaint Procedures1312.3-E PDF(2)Uniform Complaint Procedures1313Civility3530Risk Management/Insurance3530Consultants4030Nondiscrimination In Employment4030Lactation Accommodation4031Employee Use Of Technology4040-E PDF(1)Employee Notifications4112.9-E(1)Employee Notifications	Cross References	Description
1312.3Uniform Complaint Procedures1312.3Uniform Complaint Procedures1312.3-E PDF(1)Uniform Complaint Procedures1312.3-E PDF(2)Uniform Complaint Procedures1313Civility3530Risk Management/Insurance3530Kisk Management/Insurance3600Consultants4030Nondiscrimination In Employment4033Lactation Accommodation4040-E PDF(1)Employee Use Of Technology4112.9-E(1)Employee Notifications		•
1312.3Uniform Complaint Procedures1312.3-E PDF(1)Uniform Complaint Procedures1312.3-E PDF(2)Uniform Complaint Procedures1313Civility3530Risk Management/Insurance3530Risk Management/Insurance3600Consultants4030Nondiscrimination In Employment4030Lactation Accommodation4040Employee Use Of Technology4040.E PDF(1)Employee Use Of Technology4112.9-E(1)Employee Notifications4112.9-E(1)Employee Notifications		Nondiscrimination In District Programs And Activities
1312.3-E PDF(1)Uniform Complaint Procedures1312.3-E PDF(2)Uniform Complaint Procedures1313Civility3530Risk Management/Insurance3530Risk Management/Insurance3600Consultants4030Nondiscrimination In Employment4030Lactation Accommodation4040Employee Use Of Technology4040-E PDF(1)Employee Use Of Technology4112.9-E(1)Employee Notifications	0410 0450	Nondiscrimination In District Programs And Activities Comprehensive Safety Plan
1312.3-E PDF(2)Uniform Complaint Procedures1313Civility3530Risk Management/Insurance3530Risk Management/Insurance3600Consultants4030Nondiscrimination In Employment4030Lactation Accommodation4033Employee Use Of Technology4040-E PDF(1)Employee Of Technology4112.9Employee Notifications4112.9-E(1)Employee Notifications	0410 0450 0450	Nondiscrimination In District Programs And Activities Comprehensive Safety Plan Comprehensive Safety Plan
1313Civility1313Civility3530Risk Management/Insurance3530Risk Management/Insurance3600Consultants4030Nondiscrimination In Employment4030Nondiscrimination In Employment4033Lactation Accommodation4040-E PDF(1)Employee Use Of Technology4112.9Employee Notifications4112.9-E(1)Employee Notifications	0410 0450 0450 1312.3	Nondiscrimination In District Programs And Activities Comprehensive Safety Plan Comprehensive Safety Plan Uniform Complaint Procedures
3530Risk Management/Insurance3530Risk Management/Insurance3600Consultants4030Nondiscrimination In Employment4030Nondiscrimination In Employment4033Lactation Accommodation4040Employee Use Of Technology4040-E PDF(1)Employee Use Of Technology4112.9Employee Notifications4112.9-E(1)Employee Notifications	0410 0450 0450 1312.3 1312.3	Nondiscrimination In District Programs And Activities Comprehensive Safety Plan Comprehensive Safety Plan Uniform Complaint Procedures Uniform Complaint Procedures
3530Risk Management/Insurance3600Consultants4030Nondiscrimination In Employment4030Nondiscrimination In Employment4033Lactation Accommodation4040Employee Use Of Technology4040-E PDF(1)Employee Use Of Technology4112.9Employee Notifications4112.9-E(1)Employee Notifications	0410 0450 0450 1312.3 1312.3 1312.3-E PDF(1)	Nondiscrimination In District Programs And Activities Comprehensive Safety Plan Comprehensive Safety Plan Uniform Complaint Procedures Uniform Complaint Procedures Uniform Complaint Procedures
3600Consultants4030Nondiscrimination In Employment4030Nondiscrimination In Employment4033Lactation Accommodation4040Employee Use Of Technology4040-E PDF(1)Employee Use Of Technology4112.9Employee Notifications4112.9-E(1)Employee Notifications	0410 0450 0450 1312.3 1312.3 1312.3-E PDF(1) 1312.3-E PDF(2)	Nondiscrimination In District Programs And Activities Comprehensive Safety Plan Comprehensive Safety Plan Uniform Complaint Procedures Uniform Complaint Procedures Uniform Complaint Procedures
4030Nondiscrimination In Employment4030Nondiscrimination In Employment4033Lactation Accommodation4040Employee Use Of Technology4040-E PDF(1)Employee Use Of Technology4112.9Employee Notifications4112.9-E(1)Employee Notifications	0410 0450 0450 1312.3 1312.3 1312.3-E PDF(1) 1312.3-E PDF(2) 1313	Nondiscrimination In District Programs And Activities Comprehensive Safety Plan Comprehensive Safety Plan Uniform Complaint Procedures Uniform Complaint Procedures Uniform Complaint Procedures Civility
4030Nondiscrimination In Employment4033Lactation Accommodation4040Employee Use Of Technology4040-E PDF(1)Employee Use Of Technology4112.9Employee Notifications4112.9-E(1)Employee Notifications	0410 0450 0450 1312.3 1312.3 1312.3-E PDF(1) 1312.3-E PDF(2) 1313 3530	Nondiscrimination In District Programs And Activities Comprehensive Safety Plan Comprehensive Safety Plan Uniform Complaint Procedures Uniform Complaint Procedures Uniform Complaint Procedures Civility Risk Management/Insurance
4033Lactation Accommodation4040Employee Use Of Technology4040-E PDF(1)Employee Use Of Technology4112.9Employee Notifications4112.9-E(1)Employee Notifications	0410 0450 0450 1312.3 1312.3 1312.3-E PDF(1) 1312.3-E PDF(2) 1313 3530 3530	Nondiscrimination In District Programs And Activities Comprehensive Safety Plan Comprehensive Safety Plan Uniform Complaint Procedures Uniform Complaint Procedures Uniform Complaint Procedures Civility Risk Management/Insurance
4040Employee Use Of Technology4040-E PDF(1)Employee Use Of Technology4112.9Employee Notifications4112.9-E(1)Employee Notifications	0410 0450 0450 1312.3 1312.3 1312.3-E PDF(1) 1312.3-E PDF(2) 1313 3530 3530 3600	 Nondiscrimination In District Programs And Activities Comprehensive Safety Plan Comprehensive Safety Plan Uniform Complaint Procedures Uniform Complaint Procedures Uniform Complaint Procedures Uniform Complaint Procedures Kisk Management/Insurance Risk Management/Insurance Consultants
4040-E PDF(1)Employee Use Of Technology4112.9Employee Notifications4112.9-E(1)Employee Notifications	0410 0450 0450 1312.3 1312.3 1312.3-E PDF(1) 1312.3-E PDF(2) 1313 3530 3530 3600 4030	 Nondiscrimination In District Programs And Activities Comprehensive Safety Plan Comprehensive Safety Plan Uniform Complaint Procedures Uniform Complaint Procedures Uniform Complaint Procedures Uniform Complaint Procedures Civility Risk Management/Insurance Risk Management/Insurance Consultants Nondiscrimination In Employment
4112.9Employee Notifications4112.9-E(1)Employee Notifications	0410 0450 0450 1312.3 1312.3 1312.3-E PDF(1) 1312.3-E PDF(2) 1313 3530 3530 3600 4030	 Nondiscrimination In District Programs And Activities Comprehensive Safety Plan Comprehensive Safety Plan Uniform Complaint Procedures Uniform Complaint Procedures Uniform Complaint Procedures Uniform Complaint Procedures Civility Risk Management/Insurance Risk Management/Insurance Consultants Nondiscrimination In Employment Nondiscrimination In Employment
4112.9-E(1) Employee Notifications	0410 0450 0450 1312.3 1312.3 1312.3-E PDF(1) 1312.3-E PDF(2) 1313 3530 3530 3600 4030 4030	 Nondiscrimination In District Programs And Activities Comprehensive Safety Plan Comprehensive Safety Plan Uniform Complaint Procedures Uniform Complaint Procedures Uniform Complaint Procedures Uniform Complaint Procedures Civility Risk Management/Insurance Risk Management/Insurance Consultants Nondiscrimination In Employment Iactation Accommodation
	0410 0450 0450 1312.3 1312.3 1312.3-E PDF(1) 1312.3-E PDF(2) 1313 3530 3530 3600 4030 4030 4033 4040	 Nondiscrimination In District Programs And Activities Comprehensive Safety Plan Comprehensive Safety Plan Uniform Complaint Procedures Uniform Complaint Procedures Uniform Complaint Procedures Uniform Complaint Procedures Civility Risk Management/Insurance Risk Management/Insurance Consultants Nondiscrimination In Employment Andiscrimination In Employment Lactation Accommodation Employee Use Of Technology
4117.7 Employment Status Reports	0410 0450 0450 1312.3 1312.3 1312.3-E PDF(1) 1312.3-E PDF(2) 1313 3530 3530 3600 4030 4030 4030 4033 4040 4040-E PDF(1)	 Nondiscrimination In District Programs And Activities Comprehensive Safety Plan Comprehensive Safety Plan Uniform Complaint Procedures Givility Risk Management/Insurance Risk Management/Insurance Consultants Nondiscrimination In Employment Iactation Accommodation Employee Use Of Technology Employee Use Of Technology
	0410 0450 0450 1312.3 1312.3 1312.3-E PDF(1) 1312.3-E PDF(2) 1313 3530 3530 3600 4030 4030 4030 4030 4033 4040 4040-E PDF(1) 4112.9	 Nondiscrimination In District Programs And Activities Comprehensive Safety Plan Comprehensive Safety Plan Uniform Complaint Procedures Civility Risk Management/Insurance Consultants Nondiscrimination In Employment Andiscrimination In Employment Lactation Accommodation Employee Use Of Technology Employee Notifications

Cross References	Description
4118	Dismissal/Suspension/Disciplinary Action
4118	Dismissal/Suspension/Disciplinary Action
4119.12	Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures
4119.12-E(1)	Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures
4119.21	Professional Standards
4119.21-E(1)	Professional Standards
4119.22	Dress And Grooming
4131	Staff Development
4144	Complaints
4144	Complaints
4212.9	Employee Notifications
4212.9-E(1)	Employee Notifications
4219.12	Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures
4219.12-E(1)	Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures
4219.21	Professional Standards
4219.21-E PDF(1)	Professional Standards - Code Of Ethics Classified Employees
4219.22	Dress And Grooming
4244	Complaints
4300	Administrative And Supervisory Personnel
4300	Administrative And Supervisory Personnel
4312.9	Employee Notifications
4312.9-E(1)	Employee Notifications
4319.12	Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures
4319.12-E(1)	Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures
4319.21	Professional Standards
4319.21-E PDF(1)	Professional Standards
4319.22	Dress And Grooming
4344	Complaints
5145.3	Nondiscrimination/Harassment
5145.3	Nondiscrimination/Harassment
5145.7	Sex Discrimination and Sex-Based Harassment
5145.7	Sex Discrimination and Sex-Based Harassment
5145.71	Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures
5146	Married/Pregnant/Parenting Students