BCSD Title IX Sexual Harassment Complaint Process

TIX – Title IX Coordinator Initial report received by TIX **CP** – Complaining party Title IX Definition of Sexual Harassment Quid pro quo Outreach to identified CP and **RP** – Responding party Unwelcome Conduct/Hostile Environment review of information Reasonable person perspective - Severe and pervasive and Document signed by CP objectively offensive Formal complaint received Sexual assault, domestic violence, Document signed by TIX Coordinator dating violence, stalking **Do Title IX Grievance** Complaints *may* be dismissed if: **Procedures Apply? CP** withdraws RP no longer affiliated Evidence unavailable Notice to parties (CP/RP) to include If none of the behavior meets the definition possible support Complaints must be dismissed if: of sexual harassment under TIX, a complaint measures, emergency removal may proceed under the Code of Conduct or Not education program or activity applicable Board policies. Conduct not sexual harassment Conduct occurred outside the U.S. Provide notices of interviews and any Option: Informal resolution for allegations additional allegations *A dismissal may occur after the against students (not employees) investigation has started **Provide parties with 10 days** To review evidence and submit Option to appeal written response. Consider any emergency removal Responses and finalize investigation Chief of Staff is decisions maker report. Report must be provided to parties at least 10 days before hearing Preponderance of the evidence Parties can submit up to 25 written questions to the other side. **Paper Hearing** Cannot consider statements not subject to cross examination. **Determination of responsibility** made and shared with both parties, Parties can have advisor during hearing and investigation discipline imposed and finding of responsibility Procedural irregularity New evidence Appeals on Student [Must be filed in 20 days.] Conflict of Interest Discipline may go to BOE. [Must be filed in 20 days.] Discipline was excessive **Complaint closed**