

4119.12 Exhibit (1): Title IX Sexual Harassment Complaint Procedures

Status: ADOPTED

Original Adopted Date: 9/9/2025

NOTICE OF TITLE IX SEXUAL HARASSMENT POLICY

The county office shall not discriminate on the basis of sex 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 admission and employment. The county office also prohibits retaliation against any employee for filing a complaint or exercising any right granted under Title IX.

The county office shall take prompt and 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 county office's Title IX Coordinator, to the Assistant Secretary for Civil Rights of the U.S. Department of Education, or both.

The following employee serves as the county office's Title IX Coordinator and is responsible for addressing concerns or inquiries regarding discrimination on the basis of sex, including sexual harassment:

Executive Director – Human Resources

1400 West Stanford Ranch Road

Rocklin, CA 95765

(530) 889-5952

bswank@placercoe.org

Any individual may report sex discrimination, including sexual 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 county office business hours, reports may also be made in person. Upon receiving an allegation of sexual harassment, the Title IX Coordinator shall promptly notify the parties, in writing, of the applicable county office complaint procedure.

To view an electronic copy of the district's policies and administrative regulations on sexual harassment, including the grievance process that complies with 34 CFR 106.45, please see Superintendent Policy/Administrative Regulation 4119.11 - Sexual Harassment, and Administrative Regulation 4119.12 - Title IX Sexual Harassment Complaint Procedures, on the district's website at (insert website link) <https://www.placercoe.org/Pages/PCOE/Home.aspx>.

To inspect or obtain a copy of the district's sexual harassment policies and administrative regulations, please contact: Brian Swank at bswank@placercoe.org.

Materials used to train the Title IX Coordinator, investigator(s), decisionmaker(s), and any person(s) who facilitates an informal resolution process, are also publicly available on the district's website 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 County Superintendent to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
Civ. Code 1714.1	Liability of parent or guardian for act of willful misconduct by a minor
Civ. Code 51.9	Liability for sexual harassment; business, service and professional relationships
Ed. Code 48900	Grounds for suspension or expulsion; definition of bullying
Ed. Code 48900.2	Additional grounds for suspension or expulsion; sexual harassment
Gov. Code 12950.1	Sexual harassment training
Federal	Description
20 USC 1092	Definition of sexual assault
20 USC 1221	Application of laws
34 CFR 106.1-106.82	Nondiscrimination on the basis of sex in education programs
34 CFR 99.1-99.67	Family Educational Rights and Privacy
34 USC 12291	Definition of dating violence, domestic violence, and stalking
42 USC 1983	Civil action for deprivation of rights
42 USC 2000e-2000e-17	Title VII, Civil Rights Act of 1964, as amended
Management Resources	Description
Court Decision	Reese v. Jefferson School District, (2001, 9th Cir.) 208 F.3d 736
Court Decision	Oona by Kate S. v. McCaffrey, (1998, 9th Cir.) 143 F.3d 473
Court Decision	Gebser v. Lago Vista Independent School District, (1998) 524 U.S. 274
Court Decision	Flores v. Morgan Hill Unified School District, (2003, 9th Cir.) 324 F.3d 1130
Court Decision	Donovan v. Poway Unified School District (2008) 167 Cal.App.4th 567
Court Decision	Doe v. Petaluma City School District, (1995, 9th Cir.) 54 F.3d 1447
Court Decision	Davis v. Monroe County Board of Education, (1999) 526 U.S. 629

Cross References

Code	Description
1313	Civility
3600	Consultants
4117.7	Employment Status Reports
4119.11	Sexual Harassment
4119.11	Sexual Harassment
4131	Staff Development
4219.11	Sexual Harassment
4219.11	Sexual Harassment
4317.7	Employment Status Reports

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Adopted: September 9, 2025