

**5145.71 SR Exhibit 1: Notice of Title IX Sexual Harassment Complaint Procedures**

**Status: ADOPTED**

**Original Adopted Date: 6/15/2021 | Last Revised Date: 9/9/2025**

**NOTICE OF TITLE IX SEXUAL HARASSMENT POLICY**

The county office of education (COE) shall not discriminate on the basis of sex, including sexual 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 admission and employment. The COE also prohibits retaliation against any student for filing a complaint or exercising any right granted under Title IX.

The COE 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 COE'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 COE'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

Placer County Office of Education

1400 West Stanford Ranch Road, Rocklin, CA 95765

(530) 889-5952

[bswank@placercoe.org](mailto: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 COE 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 COE complaint procedure.

To view an electronic copy of the COE's policies and administrative regulations on sexual harassment, including the grievance process that complies with 34 CFR 106.45, please see the COE's website at <https://www.placercoe.org/Pages/PCOE/Home.aspx>.

To inspect or obtain a copy of the COE's sex discrimination and sexual harassment policy, regulations, and exhibits, please contact: Placer County Office of Education at (530) 889-5952 or [bswank@placercoe.org](mailto:bswank@placercoe.org).

Materials used to train the Title IX Coordinator, investigator(s), decision-maker(s), and any person(s) who facilitates an informal resolution process, are also publicly available on the COE's website or at the COE office upon request.

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**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.

<b>State</b>	<b>Description</b>
5 CCR 4600-4670	Uniform complaint procedures

5 CCR 4900-4965	Nondiscrimination in elementary and secondary education programs
Civ. Code 1714.1	<a href="#"><u>Liability of parent or guardian for act of willful misconduct by a minor</u></a>
Civ. Code 51.9	<a href="#"><u>Liability for sexual harassment; business, service and professional relationships</u></a>
Ed. Code 200-262.1	<a href="#"><u>Educational equity; prohibition of discrimination on the basis of sex</u></a>
Ed. Code 48900	Grounds for suspension and/or expulsion
Ed. Code 48900.2	Additional grounds for suspension or expulsion; sexual harassment
Ed. Code 48985	Notices to parents in language other than English
Gov. Code 12950.1	Sexual harassment training
<b>Federal</b>	<b>Description</b>
20 USC 1092	Definition of sexual assault
20 USC 1221	Application of laws
20 USC 1232g	Family Educational Rights and Privacy Act (FERPA) of 1974
20 USC 1681-1688	Title IX of the Education Amendments of 1972; discrimination based on sex
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 2000d-2000d-7	Title VI, Civil Rights Act of 1964
42 USC 2000e-2000e-17	Title VII, Civil Rights Act of 1964, as amended
<b>Management Resources</b>	<b>Description</b>
Court Decision	Tennessee v. Cardona (2024) 737 F.Supp.3d 510
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) 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
Federal Register	<a href="#"><u>Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, May 19, 2020, Vol. 85, No. 97, pages 30026-30579</u></a>
U.S. DOJ Publication	<a href="#"><u>Dear Colleague Letter: Enforcement of Title IX under the provisions of the 2020 Title IX Rule, February 4, 2025</u></a>
U.S. DOJ, FBI Publication	<a href="#"><u>National Incident-Based Reporting System</u></a>

Website	<a href="#">U.S. Department of Justice, Federal Bureau of Investigation</a>
Website	<a href="#">CSBA District and County Office of Education Legal Services</a>
Website	<a href="#">U.S. Department of Education, Office for Civil Rights</a>
Website	<a href="#">CSBA</a>
Website	<a href="#">California Department of Education</a>

#### Cross References

Code	Description
0410	<a href="#">Nondiscrimination In County Office Programs And Activities</a>
1312.3	<a href="#">Uniform Complaint Procedures</a>
1312.3-E(1)	<a href="#">Uniform Complaint Procedures</a>
1312.3-E(2)	<a href="#">Uniform Complaint Procedures</a>
1312.3-E(3)	<a href="#">Uniform Complaint Procedures</a>
3550	<a href="#">Food Service/Child Nutrition Program</a>
3550	<a href="#">Food Service/Child Nutrition Program</a>
3553	<a href="#">Free And Reduced Price Meals</a>
3553	<a href="#">Free And Reduced Price Meals</a>
5141.52	<a href="#">Suicide Prevention</a>
5141.52	<a href="#">Suicide Prevention</a>
5145.3	<a href="#">Nondiscrimination/Harassment</a>
5145.3	<a href="#">Nondiscrimination/Harassment</a>
5145.7	<a href="#">Sexual Harassment</a>
5145.7-E(1)	<a href="#">Sexual Harassment</a>

Adopted: June 15, 2021

Revised: November 21, 2024

Revised: September 9, 2025