



**SAN LUIS OBISPO COUNTY
OFFICE OF EDUCATION**
LEADERSHIP ■ COMMUNITY ■ SERVICE
JAMES J. BRESCIA, ED. D., SUPERINTENDENT

NOTICE OF EMPLOYEE RIGHTS UNDER TITLE IX

Title IX Prohibition of Sex Discrimination

Title IX of the Education Amendments of 1972 (“Title IX”), implemented at 34 C.F.R. § 106 *et seq.*, provides that no person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any academic, extracurricular, research, occupational training, or other education program or activity operated by an entity, including a K-12 school district, that receives federal financial assistance. Sex discrimination includes discrimination based on sex stereotypes; sex characteristics; pregnancy or related conditions; parental, family or marital status; sexual orientation, and/or gender identity. (34 C.F.R. §§ 106.10; 106.20.)

In compliance with Title IX, the SAN LUIS OBISPO COUNTY OFFICE OF EDUCATION “SLOCOE” prohibits sex discrimination in any education program or activity that it operates, including but not limited to student programs and/or activities and employment.

Inquiries about Title IX may be referred to SLOCOE’s Title IX Coordinator, the U.S. Department of Education’s Office for Civil Rights, or both.

Employee Rights Under Title IX

Employees have the following rights under Title IX:

1. To participate in a SLOCOE program or activity without being subject to acts of sex discrimination, including but not limited to acts of sex-based harassment.
2. To be reasonably accommodated for pregnancy and related conditions.
3. To reasonable protection of privacy.
4. To be notified of how to receive confidential assistance.
5. To receive adequate notice of SLOCOE’s grievance procedures, including informal resolution and a formal investigation.
6. To file a complaint alleging sex discrimination and to do so without being subject to retaliation.
7. To receive supportive measures that are non-disciplinary in nature and appropriate under the totality of the circumstances.
8. To receive adequate notice of the allegations, dismissals, delays, meetings, proceedings, and determinations.
9. To be treated equally during participation in the grievance procedures.

10. To have conflict-of-interest free and bias-free Title IX Coordinators, investigators, and decision-makers.
11. To a reasonably prompt and effective completion of applicable grievance procedures.
12. To an objective evaluation of the relevant evidence and the exclusion of the impermissible evidence.
13. To an equal opportunity to present fact witnesses and other evidence.
14. To an equal opportunity to access the relevant and not otherwise impermissible evidence or an accurate description of this evidence, and a reasonable opportunity to respond to such evidence.
15. To have reasonable steps taken by SLOCOE to prevent and address unauthorized disclosures of evidence gathered during the grievance procedure.
16. To have an advisor of their choice attend all meetings and/or proceedings as well as assist with inspection and review of evidence.
17. If it is determined that sex discrimination occurred, to remedies; disciplinary sanctions for the individual(s) responsible; and other appropriate prompt and effective steps to ensure that sex discrimination does not occur or recur.
18. To appeal or challenge decisions regarding supportive measures, dismissals, and determinations of responsibility, in accordance with SLOCOE's Title IX Grievance Procedures.

Employees who are alleged to have engaged in conduct amounting to sex discrimination (“Respondents”) also have the following rights:

1. To be presumed not responsible until grievance procedures are completed and a determination of responsibility is made.
2. To not be disciplined until grievance procedures are completed and a determination of responsibility is made.

Title IX Coordinator

The following is the contact information for the District's Title IX Coordinator(s):

Katherine Aaron
Assistant Superintendent of Student Programs & Services
3350 Education Drive, San Luis Obispo, CA 93405
kaaron@slocoe.org
805-543-7732

Applicable Board Policies and Administrative Regulations

SLOCOE's nondiscrimination policy, sex discrimination and sex-based harassment policy, and Title IX grievance procedures can be located at <https://www.slocoe.org/title-ix/>

Applicable Board Policies and Administrative Regulations include:

- Superintendent's Policy – 5145.3 – Nondiscrimination/Harassment
- Superintendent's Policy - #5145.7 – Sex Discrimination and Sex-Based Harassment

- Administrative Regulation - #5145.71 – Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures

Reporting Sex Discrimination

To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX, please contact SLOCOE’s Title IX Coordinator.

Additional Resources

Additional resources may be found at:

- California Department of Education (“CDE”): <https://www.cde.ca.gov/re/di/eo/genequitytitleix.asp>
- California Civil Rights Department (“CRD”): [CRD | Civil Rights Department \(ca.gov\)](https://www.cdcrd.ca.gov/)
- U.S. Equal Employment Opportunity Commission (“EEOC”): <https://www.eeoc.gov/sex-based-discrimination>; <https://www.eeoc.gov/sexual-harassment>
- United States Department of Education Office for Civil Rights: <https://www2.ed.gov/about/offices/list/ocr/index.html>
- United States Department of Education Office for Civil Rights Complaint: <https://www2.ed.gov/about/offices/list/ocr/complaintintro.html>
- United States Department of Education Office for Civil Rights Contact Information: 1-800-421-3481 or ocr@ed.gov