

Legal Updates to Non-discrimination and

Anti-harassment at School: Your Rights and Responsibilities

Course Description

The regulations implementing Title IX were recently updated to amend some of the law's definitions and requirements. The purpose of this training is to provide information on those updated requirements.

Timeline Overview

- Start date of course content: Friday, August 14, 2020
- End date of course content: Friday, September 11, 2020

2.2 | Nondiscrimination/Equal Opportunity

The Douglas County School District RE-1 ("District") does not unlawfully discriminate against otherwise qualified students, employees, applicants for employment, or members of the public on the basis of race, creed, color, sex, sexual orientation, gender expression or gender identity, marital status, national origin, religion, ancestry, disability or need for special education services.

2.3 | Harassment Is Prohibited

- Harassment based on a person's race, color, sex, gender expression or gender identity, marital status, sexual orientation, religion, national origin, ancestry, creed, disability or eligibility for special education services is a form of discrimination prohibited by state and federal law.
- Preventing and remedying such harassment in schools is essential to ensure a nondiscriminatory, safe environment in which students can learn, employees can work and members of the public can access and receive the benefit of district facilities and programs.
- All such harassment, by district employees, students and third parties, is strictly prohibited.

2.4 | Sexual Harassment under Title IX is Prohibited

Sexual harassment prohibited by Title IX means conduct on the basis of sex that satisfies one or more of the following:

1. An employee of the District conditions the provision of an aid, benefit, or service of the District on an individual's participation in unwelcome sexual conduct;
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's education program or activity;




3. Sexual assault, dating violence, domestic violence, stalking.

2.5 | District's Policies Prohibiting Discrimination and Harassment

Policies are linked below and can also be found on the Board policy page:

https://www.dcsdk12.org/about/leadership/board_of_education/board_supt_policies_and_resolutions

[\(Links to an external site.\)](#)

- Board File: AC – [Nondiscrimination/Equal Opportunity](#) 
- Superintendent File: AC-R-1 – [Nondiscrimination/Equal Opportunity \(Complaint and Compliance Process\)](#) 
- Superintendent File: AC-R-2 – [Title IX Sexual Harassment Grievance Process](#) 
- Superintendent File: AC-E-1 – [Nondiscrimination/Equal Opportunity/Title IX Report Form](#) 
- Superintendent File: AC-E-2 – Nondiscrimination/Equal Opportunity/Title IX Notice
- Board File: GBAA – Sexual Harassment
- Board File: JBA – [Nondiscrimination/Non-Harassment of Students](#) 
- Board File: JBB – [Nondiscrimination on the Basis of Disability](#) 
- Superintendent File: JBB-E-R – Nondiscrimination on the Basis of Disability in Nonacademic or Extracurricular Programs or Activities
- Board File: JBC – [Sexual Harassment Under Title IX and Other Prohibited Misconduct of a Sexual Nature](#) 

2.6 | Reporting Discrimination and Harassment

- All District employees who witness unlawful discrimination or harassment shall take prompt and effective action to stop it.
- Any District employee who believes he or she has been a victim of unlawful discrimination or harassment, or who has witnessed such unlawful discrimination or harassment, including student on student or staff on student sexual harassment in violation of Title IX, must file a complaint with either an immediate supervisor or the District's Compliance Officer and Title IX Coordinator.

2.7 | District's Compliance Officer and Title IX Coordinator

The District's Compliance Officer and Title IX Coordinator is:

Ted Knight, Assistant Superintendent

complianceofficer@dcsdk12.org

303-387-0067

2.8 | Report Form - Superintendent File: AC-E-1

A report of discrimination or harassment, including a report of sexual harassment in violation of Title IX, can easily be made by completing the Report Form available within the District's policies at Superintendent File: AC-E-1 and submitting it to the District's Compliance Officer/Title IX Coordinator at complianceofficer@dcsdk12.org. The Report Form is linked [here](#)

2.9 | Responsive Action

- Reports of conduct believed to constitute discrimination and/or harassment will be promptly and impartially investigated.
- When and if appropriate, the District may take interim measures during the investigation to protect against further unlawful discrimination, harassment or retaliation.
- Any student or employee who engages in unlawful discrimination or harassment shall be disciplined in accordance with applicable Board policies.

2.10 | No Retaliation and Confidentiality

- There should be no retaliation against any employee who has filed a complaint or reported incidents believed to be unlawful discrimination or harassment.
- To the extent possible, all reports of unlawful discrimination or harassment will be kept confidential.

2.11 | Reporting of Child Abuse and Neglect

Conduct of a sexual nature directed towards students shall, as appropriate, be immediately reported as child abuse for investigation by appropriate authorities.

2.12 | Questions

If you have questions related to your rights or responsibilities under District policies prohibiting discrimination and harassment, please contact:

Ted Knight, Assistant Superintendent
complianceofficer@dcsdk12.org
303-387-0067