

SALINAS UNION HIGH SCHOOL DISTRICT

STATEMENT ON TITLE IX - NON-DISCRIMINATION ON BASIS OF SEX

The District designates the individual(s) identified below as the employee(s) responsible for coordinating the District's efforts to comply with state and federal civil rights laws, including Title IX of the Education Amendments of 1972. The individual(s) shall also serve as the compliance officer(s) specified in AR 1312.3 - Uniform Complaint Procedures as the responsible employee to handle complaints regarding unlawful discrimination.

NAME OF TITLE IX COORDINATOR:

Randy Bangs, Assistant Superintendent of Human Resources
831-796-7037
randall.bangs@salinasuhd.org

RIGHTS OF PUPILS AND THE PUBLIC; RESPONSIBILITIES OF THE DISTRICT

Title IX of the Education Amendments of 1972 ("Title IX"), implemented at 34 C.F.R. § 106.31, subd. (a), 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 a recipient which receives federal financial assistance. Relevant here, Title IX requires school districts to take immediate and appropriate action to investigate when it knows or reasonably should know of a possible Title IX violation.

Students enrolled in the Salinas Union High School District have the following rights pursuant to Education Code section 221.8:

- (a) You have the right to fair and equitable treatment and you shall not be discriminated against based on your sex.
- (b) You have the right to be provided with an equitable opportunity to participate in all academic extracurricular activities, including athletics.
- (c) You have the right to inquire of the athletic director of your school as to the athletic opportunities offered by the school.
- (d) You have the right to apply for athletic scholarships.
- (e) You have the right to receive equitable treatment and benefits in the provision of all of the following:
 - (1) Equipment and supplies.
 - (2) Scheduling of games and practices.

- (3) Transportation and daily allowances.
- (4) Access to tutoring.
- (5) Coaching.
- (6) Locker rooms.
- (7) Practice and competitive facilities.
- (8) Medical and training facilities and services.
- (9) Publicity.

(f) You have the right to have access to a gender equity coordinator to answer questions regarding gender equity laws.

(g) You have the right to contact the State Department of Education and the California Interscholastic Federation to access information on gender equity laws.

(h) You have the right to file a confidential discrimination complaint with the United States Office of Civil Rights or the State Department of Education if you believe you have been discriminated against or if you believe you have received unequal treatment on the basis of your sex.

(i) You have the right to pursue civil remedies if you have been discriminated against.

(j) You have the right to be protected against retaliation if you file a discrimination complaint.

HOW TO FILE A COMPLAINT UNDER TITLE IX

A person wishing to file a complaint under Title IX, may utilize the District's uniform complaint process pursuant to Board Policy 1312.3 and Administrative Regulation No. 1312.3.

Complaints must be filed within six months from the date when the alleged unlawful discrimination occurred, or from the date the complainant first obtained knowledge of the facts of the alleged discrimination, harassment, intimidation, or bullying that is based on sex. The time for filing may be extended up to 90 days by the Superintendent or the Superintendent's designee, for good cause, upon written request by the complainant setting forth the reasons for the request for an extension of time to file a written complaint.

The compliance officer may informally discuss with all the parties the possibility of using mediation within three days of his or her receipt of the complaint. All complaints shall be appropriately investigated in a timely manner. Within 10 business days after the compliance officer receives the complaint, the compliance officer shall begin an investigation into the complaint. The investigation shall include an opportunity for the complainant, or the complainant's representative, or both, to present the compliance officer with any evidence, or information leading to evidence, to support the allegations in the complaint. The District shall issue a written decision based on the evidence within 60 calendar days from receipt of the complaint by the District.

Any complainant who is dissatisfied with the District's final written decision may file an appeal in writing with the California Department of Education within 15 calendar days of receiving the District's decision. The appeal to the CDE must include a copy of the complaint filed with the District and a copy of the District's decision.

Complaints made by or on behalf of students may also be filed with the U.S. Department of Education, Office of Civil Rights within 180 calendar days of the date of the alleged discrimination, unless the time for filing is extended by the Office of Civil Rights for good cause shown under certain circumstances.

Additional details about procedures for filing a complaint may be found in District Board Policy and Administrative Regulation 1312.3 – Uniform Complaint Procedures

The District's uniform complaint policy can be accessed at:

<https://ca02208720.schoolwires.net/cms/lib/CA02208720/Centricity/domain/28/1000-1999/bp/BP%201312.3.pdf>

The District's uniform complaint procedure can be accessed at:

<https://ca02208720.schoolwires.net/cms/lib/CA02208720/Centricity/domain/28/1000-1999/ar/AR%201312.3.pdf>

The District's uniform complaint form can be accessed at:

https://docs.google.com/a/salinasuhsd.org/forms/d/e/1FAIpQLSdBhcn2FIWDJ18Ck26tLc32_qyUwves-1XPejyefCkJLB7lvg/viewform

STATE OFFICE FOR EQUAL OPPORTUNITY & FEDERAL OFFICE FOR CIVIL RIGHTS

For more information on student rights and complaint procedures under Title IX, you may access the following resources:

California Department of Education's Office for Equal Opportunity

<http://www.cde.ca.gov/re/di/or/oeo.asp>

Federal Office for Civil Rights

<https://www2.ed.gov/about/offices/list/ocr/index.html>

Federal Office for Civil Rights complaint form

<https://www2.ed.gov/about/offices/list/ocr/complaintform.pdf>

Contact information for the Office of Civil Rights: 1-800-421-3481 or ocr@ed.gov