

TITLE IX SEXUAL HARASSMENT POLICY NOTICE

LTUSD is committed to maintaining a safe school environment that is free from harassment and discrimination. Sexual harassment is a form of sex discrimination under Title IX of the Education Amendments of the Civil Rights Act of 1972 ("Title IX") and is prohibited by both federal and state laws. The Board prohibits sexual harassment of students by other students, employees or other persons, at school or at school-sponsored or school-related activities. The District prohibits retaliatory behavior or action against any person(s) who files a complaint, testifies, or otherwise participates in District complaint procedures.

What Is Title IX?

Title IX of the Education Amendments of 1972 prohibits sex discrimination in education, including K-12 schools. Title IX is a federal law that has been used to promote equity in education by ensuring that girls and women receive equal resources and treatment in the classroom and provides protections for students who are sexually harassed and discriminated against and/or bullied based on their gender.

In addition to this federal law, the California Education code similarly prohibits schools discriminating against its students on the basis of sex (Education Codes 220-221.1).

Definition of Sexual Harassment

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, or verbal, visual, or physical conduct of a sexual nature, made by someone from or in the educational setting. Examples of sexual harassment include: (1) Unwelcome leering, sexual flirtations, or propositions; (2) Unwelcome sexual slurs, epithets, threats, verbal abuse, derogatory comments, or sexually degrading descriptions; (3) Graphic verbal comments about an individual's body or overly personal conversation; (4) Sexual jokes, derogatory posters, notes, stories, cartoons, drawings, pictures, obscene gestures, or computer-generated images of a sexual nature; (5) Spreading sexual rumors; (6) Teasing or sexual remarks about students enrolled in a predominantly single-sex class; (7) Massaging, grabbing, fondling, stroking, or brushing the body; (8) Touching an individual's body or clothes in a sexual way; (9) Impeding or blocking movements or any physical interference with school activities when directed at an individual on the basis of sex; (10) Displaying sexually suggestive objects; (11) Intimate partner/dating violence; or (12) Sexual assault, sexual battery, or sexual coercion.

Definition of Gender-Based Harassment

Title IX also includes protections from gender-based harassment. Examples of conduct include: (1) disparaging remarks made to a student or aggression toward a student because that student displays mannerisms or a style of dress perceived as indicative of the other sex; (2) hostility toward a student because that student participates in an athletic activity more typically favored by a student of the other sex; (3) intimidating a student to discourage that student from enrolling in a particular area of study because of his/her gender; (4) use of gender-specific slurs, whether written or spoken; (5) taunting a student who wishes to participate in an extracurricular activity because that activity is more typically favored by a student of the other sex.

Title IX Student Rights

- Students have the right to equal learning opportunities in their schools.
- Students and employees may not be excluded from participation in, be denied the benefits of, or be subjected to harassment or other forms of discrimination on the basis of sex, sexual orientation, gender identity, or gender expression, in any program or activity.
- Students may not be required to take and/or may not be denied enrollment in a course because of their sex, sexual orientation, gender identity, or gender expression.
- Students have the right to be evaluated and graded without regard to their sex, sexual orientation, gender identity, or gender expression.
- Students must be provided counseling and guidance that is not discriminatory.
- Counselors may not urge students to enroll in particular classes or programs or activities based on sex, sexual orientation, gender identity or gender expression.
- Schools must offer female and male students equal opportunities to play sports.
- Equipment and supplies, game and practice schedules, budgets, coaching travel allowances, facilities, publicity, support services and tutoring offered to teams are to be equivalent between male and female teams.
- Pregnant and parenting students have the same right as any other student to continue in their regular school and in any program for which they qualify.
- Students have the right to call the police.

Who Is Covered Under Title IX?

1. Anyone who is harassed by students
2. Anyone who is harassed by administrators/teachers/staff
3. Anyone who is harassed by volunteers or school visitors

LTUSD sexual harassment and anti-discrimination policies

Sexual harassment is also in violation of Lake Tahoe Unified School District Board and Administrative policies. These policies extend to the El Dorado County Office of Education, including community school programs and activities. All forms of sexual harassment, whether student to student, staff to student, or student to staff, are unlawful at LTUSD schools.

- [Student sexual harassment policy \(Board Policy 5145.7\)](#)
- [Student sexual harassment policy \(Administrative Regulation 5145.7\)](#)
- [Student non-discrimination/harassment policy \(Board Policy 5145.3\)](#)
- [Student non-discrimination/harassment policy \(Administrative Regulation 5145.3\)](#)

District Title IX Coordinator

Bob Grant, Title IX Coordinator
Lake Tahoe Unified School District
Education Center
1021 Al Tahoe Blvd.
South Lake Tahoe, CA 96150
Tel: (530) 541-2850 ext. 1052
Email: bgrant@ltusd.org

How to File a Title IX/Sexual Harassment Complaint

A sexual harassment complaint may be filed with the school site principal or with the Title IX Coordinator. Complaint forms are available at each school and at the Education Center. Complaints may also be made verbally. The Uniform Complaint Procedures (UCP) are used to address and investigate Title IX complaints. [Click here for links](#) regarding procedures, timelines, and the UCP form for filing a complaint.

Additional Resources

- [Students: Know Your Rights](#)
- [Office for Civil Rights](#)