

## Title: Discrimination and Harassment Based on Sex Prohibited

In accordance with Title IX of the Education Amendments Act of 1972, the Council Bluffs Community School District prohibits sex discrimination, including sexual harassment as defined by the regulations implementing Title IX (34 C.F.R. § 106.30), against any individual participating in any education program or activity of the District. This prohibition on discrimination applies to students, employees, and applicants for employment.

The Board of Directors authorizes the Superintendent to adopt procedures for any individual to report sexual harassment to the District's Title IX Coordinator, for the provision of supportive measures to anyone who has been subjected to sexual harassment whether or not they proceed with a formal complaint under those procedures, and for the investigation and resolution of such complaints, as required by Title IX. This Title IX grievance process shall be used to respond to all complaints of sexual harassment that fall within the scope of Title IX. For complaints of sexual harassment that do not fall within the scope of Title IX, the District may still offer supportive measures to the target of such conduct and shall apply any other policy or procedure applicable to the alleged conduct.

Any individual with questions about the District's Title IX policy and procedures, or who would like to make a report or file a formal complaint of sex discrimination or sexual harassment may contact the District's designated Title Coordinators:

Emily Warren  
 Director of Compliance  
 Phone: 712-328-6429  
 Email: [ewarren@cbscd.org](mailto:ewarren@cbscd.org)

Timoty Hamilton  
 Chief of Student and Family Services  
 Phone: 712-328-6423  
 Email: [thamilton2@cbscd.org](mailto:thamilton2@cbscd.org)

Retaliation against a person who made a report or complaint of sexual harassment, assisted, or participated in any manner in an investigation or resolution of a sexual harassment report or complaint is strictly prohibited. Retaliation includes threats, coercion, discrimination, intimidation, reprisals, and/or adverse actions related to employment or education. Any individual who believed they have been retaliated against in violation of this Policy should immediately contact the District's Title IX Coordinator.

Cross References:  
102, 102.1, 102.2, 405, 405.1, 512, 513.1, 513.2  
EEO Non-Discrimination Language  
Documentation Chart

Legal References:  
406, 511, 512, 513.1, 903, Title VI, Civil Rights  
Act 1964, Title IX of Education Amendments  
1972, Section 504 of Rehabilitation Act 1973,  
280.28, 281 IAC 12.3(13)

Approved: August 11, 2020      Reviewed: \_\_\_\_\_

Revised: \_\_\_\_\_