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## EMPLOYEE NOTICE- TITLE IX OBLIGATIONS

### ALL EMPLOYEES OF THE DISTRICT HAVE A RESPONSIBILITY TO REPORT SEXUAL HARASSMENT

Title IX of the Education Amendments and its implementing regulations require that all employees of the school district report actual knowledge of sexual harassment to the District's Title IX Coordinator.

Sexual Harassment includes:

- Quid pro quo harassment (a District employee conditions an aid, benefit, or service of the District's program on another employee's or student's participation in unwelcome sexual conduct)
- Hostile environment (unwelcome sexual conduct that is so severe, pervasive, and objectively offensive that it denies a person equal access to the school's educational program or activity)
- Sexual Assault

The District has an obligation to respond promptly to allegations of sexual harassment and all employees are required to report to the Title IX Coordinator if the employee sees or hears sexual harassment or receives information from anyone about conduct that may constitute sexual harassment.

The District's complete Title IX Sexual Harassment Grievance Process is found in [Board Policy 2:265](#).

**The District's Title IX Coordinator:**

Name: Dr. Judith Zito-Nash

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