

Wood County Board of Developmental Disabilities

POLICY

Policy #: 01-WLS-ALL-0225
Effective Date: 1-25-2021
Person Responsible: Director of Children's Services

Subject: Title IX: Sexual Harassment and Misconduct
Last Revision:

Approvals/Date: Brent C. Brown 1/25/21
Superintendent, WCBDD Date

[Signature] 1/25/21
Board President, WCBDD Date

I. INTRODUCTION

Title IX of the Education Amendments of 1972 (20 U.S.C. §1681(a)) generally states:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving Federal financial assistance.

Thus, Title IX prohibits the Board from discrimination in its educational programs or activities, admission/enrollment/placement, and employment. Pursuant to federal law, sexual harassment is a form of prohibited sex discrimination. The Board does not and shall not discriminate on the basis of sex (including sexual orientation or gender identity), in its educational programs or activities. The Board is committed to an educational environment free from unlawful discrimination on the basis of sex and hereby prohibits unlawful discrimination on the basis of sex, including sexual harassment, as defined by Title IX and under other law, in all of its programs and services, including education.

When the Board has actual knowledge of sexual harassment against a person in the United States, it shall promptly respond in a manner that is not clearly unreasonable in light of the circumstances known to the Board, meaning the Board will not be deliberately indifferent in its response. The Board shall provide "supportive measures" to a person who has been the victim of sexual harassment that will restore or preserve that person's access to the Board's educational programs and activities. The Board shall take all necessary and appropriate action when an individual is determined responsible for violating this policy. Those persons, including third parties over whom the Board has control, who commit sexual harassment shall be subject to disciplinary sanctions set forth in this Policy.

II. SCOPE OF POLICY

All students participating in the Board's educational programs and activities in the United States and all Board staff and members are subject to this Title IX Policy. This Policy applies to unlawful discrimination based upon sex and sexual harassment that occurs in the United States, on or after August 14, 2020, and within the Board's educational programs and activities, whether committed by a student, employee, member, contractor, vendor, parent, visitor or guest. This Policy applies to persons, locations, events, and circumstances over which the Board exercises substantial control over both the Respondent (defined below) and the context in which the Prohibited Conduct (defined below) occurs. The Board may not have the authority or ability to implement disciplinary action in every circumstance. When that is not possible, the Board shall nevertheless comply with its obligations under Title IX by evaluating conduct reported to it, providing supportive measures, assisting a Complainant (defined below) in identifying external reporting options, and taking reasonable action to end the Prohibited Conduct.

This Policy may not apply to certain misconduct that is prohibited by another Board policy or procedure or applicable federal and state laws and regulations.

III. NOTICE OF NON-DISCRIMINATION AND TITLE IX POLICY

In accordance with Title IX and this Policy, the Board requires the Superintendent to notify applicants for admission/enrollment/placement and employment; students; parents or legal guardians of students; Board employees and members; volunteers; and all unions or professional organizations holding collective bargaining or professional agreements with the Board of the following information:

Pursuant to and in accordance with Title IX and its regulations, the Board does not discriminate on the basis of sex in its educational programs or activities. The requirement not to discriminate in its educational program or activity extends to admission/enrollment/placement and employment. The Board's Title IX Coordinators are:

HUMAN RESOURCES COORDINATOR
1921 EAST GYPSY LANE ROAD, BOWLING GREEN OH 43402

419-352-5115

DIRECTOR OF CHILDREN'S SERVICES
1921 EAST GYPSY LANE ROAD, BOWLING GREEN OH 43402
419-352-5115

Any inquiries about the application of Title IX and its regulations to the District may be referred to the Board's Title IX Coordinators, the Assistant Secretary for the U.S. Department of Education's Office for Civil Rights, or both.

The Board has adopted Policy 01-WLS-ALL-0225 TITLE IX POLICY AND PROCEDURE REGARDING SEXUAL HARASSMENT AND MISCONDUCT, which contains a complaint and investigation process that provide for the prompt and equitable resolution of complaints alleging any action that is prohibited by Title IX and/or its regulations. Policy 01-WLS-ALL-0225 is available at: <https://www.woodcountydd.org/>. Policy 01-WLS-ALL-0225 addresses how to report a complaint of sex discrimination or harassment, how to file a formal complaint of sexual discrimination or harassment, and how the Board will respond.

The Superintendent shall conspicuously display the Title IX Coordinators' contact information and this Policy on the Board's website and in each handbook, manual, or brochure that the Board makes available to applicants for admission/enrollment/placement and employment; students; parents or legal guardians of students; Board employees and members; volunteers; and all unions or professional organizations holding collective bargaining or professional agreements.

References: Title IX of the Education Amendments of 1972 (20 U.S.C. §1681(a))
U.S. Department of Education Proposed Title IX Regulation Fact Sheet

Procedure: 02-WLS-ALL-0898