



From 2019-20 Student Handbook

**PROBLEMATIC, INAPPROPRIATE OR
NON-CONSENSUAL SEXUAL
BEHAVIORS/INCIDENTS:**

TITLE IX

Title IX of the Education Amendments of 1972 is a Federal civil rights law that prohibits discrimination on the basis of gender in all education programs and activities. Title IX keeps kids safe and in school by reducing barriers and protecting students from an environment that interferes with educational programs or activities or that creates an intimidating, offensive or hostile educational climate. PPS is dedicated to ensuring that all complaints of sexual harassment and sexual violence are investigated thoroughly. The health and safety of the school community is of paramount importance to us. Title IX also importantly covers prevention of, and response to, incidents of sexual harassment or violence. The District Title IX Director is responsible for ensuring prompt, fair and timely response to all allegations of gender-based harassment included under Title IX.

Examples of gender-based discrimination include:

- **Sexual harassment** (demand or request for sexual favors in exchange for benefits or as a means of threat, coercion or intimidation and/or unwelcome conduct of a sexual nature that is physical, verbal or nonverbal)
- **Sexual assault** (sexual contact that occurs without a consent, including when under the influence of drugs or alcohol, or when unconscious)
- **Sexual contact** that is elicited through pressure, physical force, coercion or explicit or implied threats
- **Bullying or cyberbullying** based on perceived gender-identity or sexual orientation
- **Transmission of sexual images**
- Discrimination based on **pregnancy or parenting status**
- All forms of **dating violence and stalking**
- **Gender equity in athletics** (equal access to participation, scholarships or other benefits (equipment, scheduling, travel, facilities, etc.).)

Definition of Consent

Affirmative consent is... freely given, mutual, enthusiastic, continuous, and can be withdrawn at any time for any reason. Consent for one interaction does not assume consent for other interactions. Consent cannot be given when under the influence of drugs or alcohol or when threat, coercion or intimidation exists. When affirmative consent is incorporated into healthy sexual relationships, it mitigates the impact and consequences of sexual pressure. This expectation is consistent with the Oregon Department of Education's Health Education Standards.

Applicable policies: Board policy 1.80.020-P Non-Discrimination/Anti-Harassment and 4.30.070-P Teen Dating Violence.

SIRC & TITLE IX INVESTIGATIONS

The PPS Sexual Incident Response Committee (SIRC), under Title IX, provides procedures to support schools in maintaining student safety and comfort with a focus on problem sexual behavior. When needed, schools work with families to create safety plans to support limit-setting and protect students. The multi-agency/multi-discipline SIRC team provides skilled consultation and help in dealing with more difficult situations and coordinating resources beyond the schools. Additionally, dependent on severity, a Title IX investigation may be initiated. Investigations may include requests for interviews or written documentation of alleged incident, witness interviews and collections of relevant documents (social media, texts, photos, video, etc).

*Reports to school officials will never result in discipline, retaliation or adverse effects to the student's educational program as a result of bringing a complaint forward

Contact information and process for complaints are located at: www.pps.net/titleix