

Title IX: Sexual Harassment

SEK INTERLOCAL #637 POLICY AND PROCEDURES



Title IX

“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 education program or activity receiving Federal financial assistance.” Title IX of the Education Amendments Act of 1972

Sexual Harassment Definition

- Sexual harassment shall include conduct on the basis of sex involving one or more of the following:
 - (1) a district employee conditioning the provision of an aid, benefit, or service of the district on an individual's participation in unwelcomed sexual conduct;
 - Quid pro Quo: Something for Something
 - Only perpetrated by employee
 - (2) unwelcomed conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the district's educational program or activity; or
 - Hostile Environment: Unwelcome conduct that a reasonable person would determine to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to work/education.

Sexual Harassment Definition (Cont.)

- (3) Sexual assault, dating violence, domestic violence, or stalking
 - **Sexual Assault**: an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.
 - **Dating Violence**: violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim where the existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved.
 - **Domestic Violence**: includes crimes of violence committed by a person who is a current or former spouse, partner, person with whom the victim shares a child, or who is or has cohabited with the victim as a spouse or partner, by a person similarly situated to a spouse of the victim under Kansas or applicable federal law, or by any other person against an adult or youth victim having protection from such person's acts by Kansas or applicable federal law.
 - **Stalking**: engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others or to suffer substantial emotional distress.

SEK #637 Harassment Policy & Complaint Process

The SEK Interlocal#637 does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities.

[https://www.sekconnection.com/vimages/shared/vnews/stories/596e0efbdc52b/Policy%20GAA C.pdf](https://www.sekconnection.com/vimages/shared/vnews/stories/596e0efbdc52b/Policy%20GAA%20C.pdf)

- Harassment in the work setting is unacceptable and SEK Interlocal #637 administrative team will take the steps necessary to investigate any reports or allegations. In the event that an employee believes he/she has been sexually harassed in the work environment, the employee should:
 - Report the event to your supervisor and/or the SEK Interlocal #637 Title IX Coordinator
 - Assistant Director (titleIX@sekconnection.com) at 620-235-3180
 - Subsequent steps will be discussed during the follow-up of the report.

Report



Title IX Coordinator, **Tracie Newberry**, Contacts Complainant



No formal complaint Process Concludes

Formal Complaint filed by Complainant or Title IX Coordinator



Dismissed (Even if true, facts would not constitute sexual harassment under Title IX)

Investigation Process. SEK #637 Investigators:

Russell Swisher
Chris Ratzlaff



Determination of Responsibility

SEK #637 Decision Maker:

Jessica Crager

Informal Resolution Can happen anytime between formal complaint and determination of responsibility.



Appeal



Final decision may be appealed by complainant or respondent. At that time, the investigation will go to the #637 Mediator:

Greg Kubler

Further Information

For further information regarding Title IX, Sexual Harassment;

- Contact the Title IX Coordinator
 - titleIX@sekconnection.com
 - 400 N. Pine St Pittsburg, KS 66762
 - 620-235-3180
- Visit the SEK Interlocal #637 Website
 - www.sekconnection.com