

Ashland School District
Sexual Harassment, Sexual Violence and Title IX Response Policies

NOTICE OF NONDISCRIMINATION:

Ashland High School and the Ashland School District prohibits discrimination and harassment on any basis protected by law, including but not limited to, an individual's perceived or actual race, religion, color, national or ethnic origin, mental or physical disability, marital status, sex, sexual orientation, age, pregnancy, familial status, economic status, veterans' status, or genetic information in providing education or access to benefits of education services, activities, and programs in accordance with Titles VI and VII of the Civil Rights Act, Title IX of the Education Amendments of 1972, and other civil rights or discrimination issues; Section 504 of the Rehabilitation Act, as amended; the Americans with Disabilities Act of 1990; the Americans with Disabilities Act Amendments Act of 2008; and Title II of the Genetic Information Nondiscrimination Act of 2008.

Title IX Officer

Erika Bare
Assistant Superintendent
Ashland School District
855 Siskiyou Blvd
Ashland, OR 97520
541-482-2438
studentservices@ashland.k12.or.us

District 504 Manager

Erika Bare
Assistant Superintendent
Ashland School District
855 Siskiyou Blvd
Ashland, OR 97520
541-482-2438
studentservices@ashland.k12.or.us

Title II Officer

Erika Bare
Assistant Superintendent
Ashland School District
855 Siskiyou Blvd
Ashland, OR 97520
541-482-2438
studentservices@ashland.k12.or.us

The superintendent has overall responsibility for the district's compliance with equal employment and nondiscrimination laws and policies:

Superintendent

Samuel Bogdanove
Ashland School District 5
885 Siskiyou Blvd.
Ashland OR 97520
541-482-2811
Samuel.bogdanove@ashland.k12.or.us

Ashland School District
Sexual Harassment, Sexual Violence and Title IX Response Policies

This document explains the Ashland School District process for responding to incidents of sexual harassment and sexual violence that affect ASD students.

The ASD response process is governed by school district policies, Oregon state law outlined in House Bill 3077, and federal guidelines set forth by the Title IX regulations updated in August of 2020.

This document outlines the Ashland School District's response to sexual harassment and sexual violence when it falls under the Title IX regulations and when it does not.

The document is divided into the following sections:

1. Definitions of Sexual Harassment
2. Complainant and Respondent Rights in Ashland School District
3. Sexual Harassment and Sexual Violence Response Process Guidelines
4. Title IX specific Response Process Guidelines
5. Student Friendly FAQ
6. School and Community Supports and Legal Options
7. Resource List to Learn More About Title IX.
8. Staff Supporting Title IX, including the Title IX Coordinator in the Ashland School District
9. Glossary of Terms
10. Providing Age-Appropriate Education and Educating the Community
11. District Title IX Superintendent Advisory Committee

Definitions of Sexual Harassment

Because the definition of sexual harassment varies between state and federal laws, the Ashland School District response reflects the more inclusive definition of sexual harassment found in Oregon state law.

Oregon state law defines sexual harassment in HB 3077as:

- A demand or request for sexual favors in exchange for benefits
- Unwelcome conduct of a sexual nature that is physical, verbal or nonverbal and that interferes with a student's educational program or activity or that creates an intimidating, offensive or hostile educational environment
- Assault when sexual contact occurs without a student's consent because the student is under the influence of drugs and alcohol, is unconscious or is pressured through physical force, coercion or explicit or implied threats

Title IX defines sexual harassment as:

1. Quid pro quo harassment (provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct)
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's educational program or activity; or
3. Sexual assault, dating violence, domestic violence and stalking.

In order for an action to be considered a violation of Title IX, that action must meet the Title IX definition of sexual harassment, must have occurred in an educational program or activity of the recipient, against a person in the United States, and the school must have received "actual notice" that the action occurred.

There are times when harassment takes place outside of an educational program or activity but has significant impact on the complainant's ability to feel safe at school. In this case, the action would be a violation of Ashland School District's harassment policies, even though it is not a violation of Title IX. There is no difference in the possible disciplinary responses to a violation of Ashland School District policy versus a violation of Title IX – conduct that violates the school district's prohibition against sexual harassment will be addressed even when it is not a violation of Title IX.

The only differences in Ashland School District's response to conduct that is a violation of harassment policies but not a violation of Title IX are the length of the process and the notification requirements. These differences are outlined in the process guide within this document.

Ashland School District

Complainant and Respondent Rights Within the Ashland School District's Response to Sexual Harassment and Violence

Below is an outline of the rights available to all complainants and respondents during sexual harassment, sexual violence and Title IX investigations.

The "Complainant" is a person who has experienced an act of sexual harassment or violence that is affecting their sense of emotional or physical safety at school. A Complainant may not be the person who has reported the incident(s) to the school but they are still granted these rights. The "Respondent" is a person alleged to have committed an act of sexual harassment or violence.

Unless otherwise noted, each right is available to both the Complainant and the Respondent, and to staff as well as students. You have the right:

- To receive written information and a full explanation of the reporting and investigation process prior to making a disclosure.
- To receive information on how to access confidential support and community resources without triggering the school investigative process.
- To receive help navigating your school's response process.
- To make an anonymous report (which may impact or substantially limit the school's ability to conduct a complete investigation).
- To have a complaint investigated promptly and in accordance with established district policies.
- To receive help reporting to law enforcement.
- To have your information treated with the highest possible level of confidentiality.
- To be free from retaliation or negative impact in the school environment because of your participation in an investigation.
- To have an advocate or other support person present during any step of the process and during any investigatory interviews.
- To have incidents of off-campus or social media harassment and abuse investigated when they impact your sense of emotional or physical safety at school.
- To choose how much you will participate in an investigation, including the choice to not participate.
- To request that interim supportive measures be put in place to protect your emotional and physical safety during the investigation.
- To receive updates on the status of the investigation and to be informed if there is a delay in reaching a resolution.
- To be informed of all options for an appeal of a resolution, both within the district, to the Oregon Department of Education, and to the Office of Civil Rights.

Ashland School District

Sexual Harassment and Violence Response Process Guidelines

- Complainant or a third party reports any behavior covered under the harassment policies (GBN/JBA, GBNA/JFCF) to any school employee. Law enforcement notified if appropriate.
- Information from the report is provided to a building administrator and the district coordinator. For names and contact information, see chart found at the end of this document and [here](#).
- District Coordinator reviews the report and determines if the incident(s) reported meets the standard for a violation of Title IX and/or the harassment policies (GBN/JBS, GBNA/JFCF)
- District Coordinator works with building administrator (named here) to coordinate an investigation and assign roles in the investigation
- Processes, options and resources explained to complainant
- Processes, options and resources explained to respondent
- Parent/Guardian of complainant and respondent notified of the complaint, provided a process guide, timelines and any interim supports.
- Investigative process begins immediately and must be prompt, thorough and impartial. Interviews will be conducted by trained interviewers.
- Parents of the complainant and respondent are notified
- Desired interim supportive measures identified and implemented
- Title IX, disciplinary, and law enforcement are separate investigative processes. The district may need to temporarily delay the fact-finding portion of a Title IX or disciplinary investigation while law enforcement is gathering evidence.
- Confidentiality is extremely important and only designated individuals who are part of the investigation or interview process will be informed.
- Written summary completed.
- Final Notice Provided. This notice will include the investigative report (including details of evidence and interviews), if the preponderance of evidence standard was meant, and, if applicable, sanctions and supportive measures to be implemented. Applicable appeals process and board policies will also be provided at this time.

If the complaint met the standard of Title IX, the following additional provisions apply.

- Both the complainant and respondent have the opportunity to review any evidence and submit written questions for the respondent, witness(es), or complainant to the assigned decision maker.
- The assigned decision maker will pass appropriate questions on to the party in question. That person will respond within 10 business days.
- The assigned decision maker reviews the investigative report and follows up questions and answers and makes a final determination of findings based on “preponderance of evidence” Notice of findings and remedy are sent to complainant and respondent.

- Revise supports and outline sanctions as needed based on the results of the investigation.
- Notice of right to appeal to District Coordinator, Superintendent or School Board as provided in Board policy.
- Notice of right to Complaint to Oregon Department of Education or Office of Civil Rights.
- Notice of right to appeal potential for future revisions of sanctions or supports.

In cases of findings, a District Administrator may expunge complaint records if respondent participates in identified mitigating activities as prescribed that may include but are not limited to counseling, sensitivity or awareness training or community service. In cases where findings reflect substantiated criminal activity or some degree of risk of recurrence as determined by the administrator, records will not be expunged.

Ashland School District Student Friendly FAQ

For the Complainant:

What are the school's obligations under Title IX and harassment policies?

All schools must provide a safe learning environment for all students. This may include the immediate implementation of interim supportive measures and referral to non-school resources that may be helpful. This means the school is required to conduct an investigation that is separate from any legal action. Upon conclusion of an investigation, necessary discipline, or sanctions, or further supports will be implemented.

Can I make a report without involving law enforcement?

Due to mandatory reporting laws the school is required to notify the police if there was a sexual assault. If the assault occurred in Ashland, the Ashland Police Department will work with you to leave as much control as possible in your hands. Staff at the Jackson County SART can provide you with detailed information about the law enforcement process and facilitate your connection to Ashland PD and their You Have Options program:

<https://www.ashland.or.us/Page.asp?NavID=15331>. Regardless of your decision regarding your involvement with the law enforcement process after the incident is reported, the school must conduct its own investigation.

If I disclose, who will know? What is my right to privacy?

In beginning stages, only the District Title IX Coordinator, a building administrator and anyone you reported to will be aware of your circumstances. The people who get involved in the following stages largely depend on the individual case.

If drugs and alcohol were involved, will I get in trouble?

The school will not pursue any disciplinary action against a student for drug and alcohol use disclosed during an investigation into sexual harassment or assault. This policy is extended to the complainant, the respondent, and any witnesses contacted during a school investigation. While the Ashland School District cannot control the actions of the Ashland Police Department, that department has publicly stated that in an investigation of sexual assault, the concern is with that offense and not any violations of Minors In Possession laws. An advocate from Jackson County SART can help students navigate this question with Ashland Police.

What if I can't identify my assailant(s)? Can I still take some action?

Yes. The school will investigate and while it is process can support changes in your academic routine that you request in order to help you to feel safer. This could include changes to your class schedule, accommodations to in-class requirements and other considerations that address a student's concerns.

Who can I talk to that isn't a mandatory reporter?

You can talk to the Sexual Assault Response Team (SART), whose staff are confidential advocates who are not allowed to share your information with anyone else (including parents) without your

permission. You can contact Jackson County SART at (541) 840-0904 (M-F 8am-6pm, including text) or jcsart@charter.net.

What can the school do to protect me?

All students should feel safe at school. Depending on the situation, different actions could be taken. These could include (but are not limited to) making schedule changes or providing alternate ways to access school.

What will the school do about the person I accuse? What are the possible punishments facing them?

It depends on what facts and issues are involved. There are differing degrees of sanctions depending on the outcome of investigations. If the respondent is found responsible, sanctions may range from limiting the respondent's access to certain classes or buildings to removal from school.

How does it change the situation if the complainant or respondent is an adult?

The process is unchanged for those who have reached the age of 18.

How do I make a report?

You can make a report to anyone you feel comfortable disclosing to at the school. You can make a report to any employee at the school. They will let the principal know and they will reach out to you about next steps and supportive resources.

What resources are available to help me heal?

The counseling department and administrators can direct you to no cost counseling for the duration of your time in the District. For resources outside of the school, Jackson County SART (<https://www.jacksoncountysart.org/>) can help you find free counseling, alternative healing practitioners, medical care and a support group or connection to peer support.

How can I access affordable and private medical care?

You can receive very affordable (free in some cases) and private medical care at the Health Center at school. Acute medical care is free at any hospital emergency room within 7 days of a sexual assault. More information is available [here](#).

Does the process change based on my gender?

Ashland School District policies protect any person from harassment and sexual violence and the response process is the same for male, female and non-binary folks.

What if the event happened off campus or my assailant wasn't from an Ashland school? Can the school still be involved?

If the off-campus event is impacting your emotional health or sense of safety at school, your ability to fully participate in educational opportunities, or if it has created a hostile educational environment, then school harassment policies likely apply. If the respondent was not from an Ashland school, we will still ensure a safety and support plan to help however possible.

What if my assailant is an employee of Ashland School District?

If a member of the response process is involved in the incident or you are concerned that they are biased, you can report to another staff member, the District Coordinator (Assistant Superintendent) or the Superintendent. Remember all school employees are mandatory reporters to law enforcement or Child Protected Services when minors have been harmed.

What if the respondent retaliates in some way?

Any form of retaliation is prohibited and can result in additional sanctions and school discipline. Inform the Principal or District Coordinator (Assistant Superintendent) right away and they will act as appropriate.

For the Respondent:

What punishments am I facing? Will I be charged as a criminal?

It depends on the allegations and the findings. Consequences can range from limited access to certain classes or buildings to removal from school. The District Attorney and law enforcement officials will determine if you are charged with a crime.

Will this go on my permanent record (either legal or academic)?

It depends. The event will be recorded in the school discipline record if it happened at school and/or school discipline was applied.

How does it change the situation if I (the respondent) am an adult?

The school will handle allegations against adults in the same way, but legal consequences might be different (you would be charged as an adult rather than as a minor).

What if drugs and alcohol were involved in the incident? Does it change the process in any way?

The school will not pursue any disciplinary action against a student for drug and alcohol use disclosed during an investigation into sexual harassment or assault. This policy is extended to the complainant, the respondent, and any witnesses contacted during a school investigation. While the Ashland School District cannot control the actions of the Ashland Police Department, that department has publicly stated that in an investigation of sexual assault, the concern is with that offense and not any violations of Minors In Possession laws. An advocate from Jackson County SART can help students navigate this question with Ashland Police.

What can I do to defend myself?

You, as the respondent, are able to select an advocate of your choice to support you throughout the process, including resources at your school, such as counselors.

What if the complainant retaliates in some way?

Any form of retaliation is prohibited and can result in additional sanctions and school discipline. Inform the Principal or District Coordinator (Assistant Superintendent) right away and they will act as appropriate.

Anything else I should think about?

It is critical that you do not retaliate or discuss the investigation with others. If you retaliate in any way, or others retaliate and it is seen as them acting on your behalf, additional sanctions and school discipline will apply.

Third Party (Friend/Parent):

Can I anonymously report an incident not involving myself (similar to a concerned person report)?

Yes, you can. As a third party, you can make a concerned person report to any school employee in a way that shields your identity, or confidentially through the Safe Oregon Tip Line by calling 844-472-3367 or on-line at <https://app.safeoregon.com/>. The only issue with remaining anonymous is that, if you were a witness, it could limit our ability to take investigative action if a witness does not identify themselves.

If I make a report, do I have any further obligations? Am I a mandatory witness in a court case?

No, you have no other obligations. If you want to stay completely out of the process after filing a report, you can. When you file a report, just indicate that you don't wish to be contacted any further and the school will respect that wish. You can only be forced to testify in a court proceeding if you are subpoenaed by law enforcement.

What if I think my child was sexually assaulted or harassed?

You can notify the school's principal as soon as possible. You may also contact the police. If you don't feel comfortable with either of those options, you can contact a representative from Jackson County SART (Sexual Assault Response Team) to get information on how to help your child <https://www.jacksoncountysart.org/>. If the situation is impacting your child's sense of emotional or physical safety at school, you can request that interim supportive measures be put in place to protect your child during an investigation.

What is my right to privacy?

These investigations, are kept confidential. This is true even if a parent or friend (not the affected party) makes the complaint.

Is there any way an adult can make a report without their child finding out?

No, although we can keep the information about how we received the report confidential.

Ashland School District

School and Community Supports and Legal Options

The Ashland School District is committed to supporting students, staff and parents during their response to situations of sexual harassment and violence. This document provides an overview of the support available through the school and within the community for individuals involved in an incident of sexual harassment or violence, and outlines some of the legal options available to individuals. This document is not intended to be an all-inclusive resource but rather an overview of some of the resources available.

If resources and support would be useful there are several avenues for accessing them; however, students and parents should be aware that certain avenues may trigger mandatory action by the school, because of federal and state reporting laws.

There are several laws that dictate a school's mandatory reporting requirements. One is described in Oregon Revised Statutes 339.372, 342.700-342.708 and 419B.410 which state that all school employees and some volunteers are mandatory reporters and must report instances of child abuse sexual assault to Child Protective Services or law enforcement.

The other law is a federal law called Title IX. Title IX prohibits discrimination on the basis of sex in education programs or activities. This law mandates that all schools must take steps to ensure all students have equal access to education, which means that schools must be proactive in safeguarding against abuse and may have to engage in an investigation even when an affected party does not wish to be involved.

These two laws effectively remove a school's discretion when it comes to matters of certain kinds of abuse including sexual harassment. Schools must provide the complainant with a safe learning environment including potentially removing the alleged perpetrator (respondent) from sharing a classroom or even being on campus with the reporter during if found responsible.

Notification Channels				
Who to contact:	Any employee of the school All school employees are mandatory reporters per ORS 339.772	Confidential Advocate Jackson County Sexual Assault Response Team (JC SART)	Confidential Advocate Community Works HelpLine	Ashland Police Department Any member of the Ashland Police Department
Notification Steps:	All reports must be investigated thoroughly and promptly by a trained Title IX investigator. For further information see the Ashland School District Policy GBN/JBA Sexual Harassment and GBN/JBA-AR Sexual Harassment Complaint Procedure at www.ashland.k12.or.us . Verbal reports are sufficient, but there is also a Sexual Harassment Complaint Form attached to GBN/JBA-AR.	Students and staff can receive free confidential support and help accessing services (medical, emotional support, counseling) or engaging in a school or law enforcement process by contacting Jackson County SART at 541-840-0904 (including texting, 8am-6pm) or jcsart@charter.net This will NOT trigger a mandatory report or school response and the caller can remain anonymous. Parents of students will not be notified unless the student asks them to be.	HelpLine is a 24-hour crisis hotline staffed by confidential advocates who listen with empathy, help problem solve and make referrals to local resources. They can be reached 24/7 at 541-779-4357 or Toll Free at 1-855-216-2111 . Community Works advocates offer support to survivors of sexual and domestic violence and are available 24 hours a day, 7 days a week by calling HelpLine numbers above.	Emergencies: 911 Non-emergencies: 541-770-4784 Business: 541-482-5211 On Line reporting and information about You Have Options Program: reportingoptions.org
Outcome using this channel:	Under Oregon law <u>all school employees</u> are mandated to report incidents of child abuse (including at	<u>Nothing is triggered by contacting SART, whose staff are NOT mandatory</u>	Community Works advocates are NOT mandatory reporters.	The You Have Options Program leaves as much control as possible in the

	<p>the hands of another child) to an appropriate authority such as Department of Human Services (DHS) or the local police. Additionally, the school is required under a federal law called Title IX (Title Nine) to take steps to ensure student safety. If the reporter requests confidentiality and insists his or her name not be disclosed, the school's ability to respond may be limited. However, the school must still consider how to provide a safe environment for the student while maintaining the requested confidentiality. In some instances, the school will not be able to maintain confidentiality of information.</p>	<p>reporters. They will make sure survivors get the support and information they need. SART will explain available resources and can facilitate contact with Ashland Police for those who want to explore a law enforcement process. The services provided by SART are free and confidential.</p>	<p>Callers can remain anonymous. Advocates can accompany and support survivors through medical, legal and other systems. They also work with non-offending family members to provide information and tools to empower the survivor. The services are free and confidential.</p>	<p>hands of the survivor . If you are 15 or older we will not notify your parents unless you want us to, and as much as possible we will not take action against the suspect, or notify the suspect of the complaint, without your permission. If you are under 15 we will work with you and your parents and leave as much control as possible with you as we support you through this process.</p>
--	---	--	---	--

Resources Available

School Resources include:

All school employees are mandatory reporters. This means they are required to report information about harm to a child to law enforcement of Child Protective Services.

- Counselors at Ashland Middle School and Ashland High School.
- Child development specialists at all elementary schools.
- Site Administrators at each school site and the District Title IX coordinator at the district office. The names and contact information are listed in the appendix, the District handbook and on the District website.
- Training is provided for all staff at the end and beginning of each school year as well as at various times throughout the school year. These trainings materials are available at www.ashland.k12.or.us under staff resources and under Harassment and Title IX compliance.
- Age-appropriate education is provided for all students at various times during the school year <http://www.ashland.k12.or.us/Page.asp?NavID=2822>

Community resources not required to make mandatory reports include:

- Jackson County Sexual Assault Response Team (JC SART) is available 8am-6pm by contacting [541-840-0904](tel:541-840-0904) (including texting) or jcsart@charter.net.
- Community Works' Helpline has confidential advocates who are not mandatory reporters available by phone 24/7 at [541-779-4357](tel:541-779-4357) or Toll Free at [1-855-216-2111](tel:1-855-216-2111)

Community Resources that are mandatory reporters include:

- Free, immediate medical care after a sexual assault is available at any Jackson County hospital and can be accessed without parent consent for anyone age 15 or older. Hospital staff are mandatory reporters to law enforcement but can help a survivor navigate a report to law enforcement that respects their wishes.
- Ashland Police Department: Emergencies: 911
 - Non-emergencies: 541-770-4784
 - Business: 541-482-5211
 - On Line reporting and information about You Have Options Program: reportingoptions.org
- Family physician, counselor and clergy (mandatory reporters to law enforcement if abuse of a minor is disclosed)
- Southern Oregon University. <https://inside.sou.edu/sexual-misconduct/index.html>

RESOURCES FOR K-12 SCHOOLS

Know Your IX for High School students: <http://knowyourix.org/high-school/>

Stop Sexual Assault in Schools <http://stopsexualassaultinschools.org/>

Ashland School District: <http://www.ashland.k12.or.us/Page.asp?NavID=2822>

RESOURCES AVAILABLE THROUGH THE OFFICE OF CIVIL RIGHTS (US DEPARTMENT OF EDUCATION)

<https://www2.ed.gov/about/offices/list/ocr/docs/202107-ga-titleix.pdf>

OREGON DEPARTMENT OF EDUCATION

<https://www.oregon.gov/ode/students-and-family/healthsafety/Pages/Sexual-Misconduct-Reporting-and-Investigation.aspx>

<http://www.oregon.gov/ode/students-and-family/equity/civilrights/Pages/AboutTitleIX.aspx>

Ashland School District

TITLE IX District Coordinators and Trained Staff

ASHLAND SCHOOL DISTRICT

Erika Bare, District Title IX Coordinator and
Assistant Superintendent
885 Siskiyou Blvd., Ashland, OR 97520
Email: erika.bare@ashland.k12.or.us
Phone: 541-482-2438.

ASHLAND HIGH SCHOOL

Benjamin Bell, Principal
201 S. Mountain Avenue, Ashland, OR 97520
Email: benjamin.bell@ashland.k12.or.us
Phone: 541-482-8771

ASHLAND MIDDLE SCHOOL

Stephen Retzlaff, Principal
100 Walker Avenue, Ashland, OR 97520
Email: Steve.Retzlaff@ashland.k12.or.us
Phone: 541-482-1611

BELLVIEW ELEMENTARY SCHOOL

Lindsay Gates, Principal
1070 Tolman Creek Road, Ashland, OR
97520
Email: lindsay.gates@ashland.k12.or.us
Phone: 541-944-1874

HELMAN ELEMENTARY SCHOOL

Michelle Cuddeback, Principal
705 Helman Street, Ashland, Oregon 97520
Email:
Michelle.Cuddeback@ashland.k12.or.us
Phone: 541-482-5620

JOHN MUIR ELEMENTARY SCHOOL

Jennifer Parks, Principal
100 Walker Avenue
Ashland, Oregon 97520
Email: jennifer.parks@ashland.k12.or.us
Phone: 541-482-8577

WALKER ELEMENTARY SCHOOL

Tiffany Burns, Principal
364 Walker Avenue, Ashland, Oregon 97520
Email: Tiffany.Burns@ashland.k12.or.us
Phone: 541-482-1516

WILLOW WIND CLC

Debra Schaeffer Pew, Principal
1497 E. Main Street, Ashland, Oregon 97520
Email:
Debra.SchaefferPew@ashland.k12.or.us
Phone: 541-488-2684

Ashland School District

Sexual Harassment, Sexual Violence and Title IX Response

Glossary of Terms

Adversely – has a negative effect on the ability of a student to learn

Advocate - individuals who work or volunteer in on-campus sexual assault centers, victim advocacy offices, women’s centers or health centers (“non-professional counselors or advocates”), including front desk staff and students

Complainant– an individual who allegedly experienced sexual assault or sexual harassment and reports it to a District employee, an advocate or a Title IX Coordinator. Complainant is the term used in Title IX literature. This document uses Reporter.

Complaint –a report of an incidence of sexual harassment or assault disclosed to a school employee.

Confidential person – a person who can receive a report of alleged sexual violence, provide support to the reporter and who is not a mandatory reporter.

Counsel – an attorney

Designee – a person appointed or designated by the Title IX Coordinator or Superintendent to carry out actions described in the Title IX plan, including investigations.

Findings – the conclusions arrived at by a Title IX investigator or coordinator and communicated to the reporter and respondent.

Incidences – reported occurrence or occurrences of alleged sexual violence or sexual harassment

Initiation – the beginning of a Title IX investigation

Interim Supports – arrangements made to help ensure physical or emotional safety of a reporter or respondent during the period that an investigation is being conducted.

Investigation –an inquiry conducted by a Title IX Coordinator or a trained Title IX third party investigator to gather facts surrounding an alleged incident of sexual harassment. This can include interviews of the reporter, respondent and other individuals who may have knowledge of the incident.

Mandatory Title IX Reporters – adults who are required by law to report alleged incidences to law enforcement authorities. Examples are teachers, school employees and counselors.

Remedial – remedies or services provided to a complainant or reporter to ensure a safe educational environment. Remedies may also include changes in school policies or procedures.

Respondent – an individual reported to have been responsible for one or more incidences of sexual harassment or sexual violence.

Responsible Party –This is the language used in Title IX literature for Mandatory Reporter.

Retaliate –behavior by a respondent or reporter intended to hurt or punish the other party. This can include gossip, teasing, posts on social media or other forms of bullying.

Sanction –a consequence. Sanctions for sexual harassment can include restrictions on access to campus, changes in class schedules, limits on extracurricular activities and even suspension.

Supports –help for students dealing with the effects of sexual harassment. These can include counseling, changes in class schedules, and tutoring.

Survivor – an individual who has experienced one or more reported incidences of sexual harassment or sexual violence.

Reporter/Victim – according to Title IX official language, a person who reports an incidence of sexual violence or sexual harassment. Also called a reporter or a complainant.

**Ashland School District
Providing Age-Appropriate Education
And Educating the Community**

We know that good citizenship and healthy sexual boundaries do not occur over night. Developmentally appropriate education around these issues is critical for all ages from kindergarten through senior year. In fact, this type of program is required by Oregon law as a part of human sexuality education under OAR 581-022-1440, and through related Oregon statutes and regulations including "Erin's Law," ORS 339.400.

Erin's law went into effect in Oregon during 2016 - 2017 and is a positive extension of the existing statute that requires a comprehensive sexuality education, abstinence, harassment and abuse prevention program. Erin's law requires four sessions annually of sexual abuse prevention at all grade levels, as well as staff education and information for parents.

Ashland School District provides an age-appropriate, comprehensive plan of instruction focusing on personal space, boundaries, online safety, empathy and relational skills, human sexuality education, HIV/AIDS and sexually transmitted infections and disease prevention in elementary and secondary schools as an integral part of health education and other subjects. Developmentally appropriate instruction in harassment and abuse prevention is integral to the program.

In our elementary programs, students learn about personal boundaries and sexual harassment and abuse prevention through programs like "Second Steps," which includes aspects of healthy relationships including setting boundaries, making friends, being respectful and other relevant skills. Health units are also designed to provide general knowledge of human sexual development. Regular classroom teachers and child development specialists share in the instructional efforts.

Ashland School District has an agreement with Jackson County SART (Sexual Assault Response Team) to annually provide four sessions of abuse prevention instruction in grade levels K-5. We are excited about the partnership, expertise and curriculum materials they offer. SART offers two sessions at each grade level, with follow up lessons by classroom teachers and child development specialists. Curriculum goals include personal space/boundaries, "good" secrets and "uncomfortable" secrets, identifying trusted adults, empathy, bystander responsibilities, online safety,

All middle and high school students participate in health classes that cover a range of topics including but not limited to setting personal boundaries, bystander responsibilities, consent, sexual health, healthy and unhealthy relationships and Title IX. Historically, the curriculum has been presented in health classes for grades 6-8, and grades 9 and 11. Beginning in 2016 - 2017,

every grade level from Kindergarten through 12 will receive roughly four or more hours of instruction in sexual harassment and abuse prevention, primarily through their health classes.

All high school athletes must sign an athlete's Code of Conduct. Coaches also address appropriate conduct specifically with athletes and educate them on their responsibilities as role models and as care takers of a positive, safe and violence-free school community.

We are implementing district-wide education and awareness programs for all student athletes, activity participants, coaches and leaders to support a positive and safe school community. Leaders will have specific training in mandatory reporting, sexual harassment and abuse prevention, sexual misconduct and boundary invasion.

Some critical components of the curriculum include the following:

- * Teaches the characteristics of the emotional, physical and psychological aspects of a healthy relationship;
- * Teaches that no form of sexual expression or behavior is acceptable when it physically or emotionally harms oneself or others and that it is wrong to take advantage of or exploit another person;
- * Teaches that consent is an essential component of healthy sexual behavior;
- * Teaches and encourages active student bystander intervention behavior in regards to sexual harassment and sexual violence;
- * Teaches students how to identify and respond to attitudes and behaviors which contribute to sexual harassment and sexual violence;
- * Validates through course material and instruction the importance of honesty with oneself and others, respect for each person's dignity and well-being and responsibility for one's actions;
- * Uses inclusive materials, language and strategies that recognize different sexual orientations, gender identities and gender expression.

In addition to student education, the District supports both parent and staff education as tools in addressing sexual harassment and sexual violence.

The schools offer annual parent nights including annual presentations by SART and the Children's Advocacy Center. Parents from all sites are invited to attend.

All staff participate in mandatory sexual abuse reporting, sexual misconduct and sexual harassment education annually.

Ashland Schools are dedicated to stopping sexual harassment and abuse before it occurs by raising healthy youth in a climate of safety and mutual respect. We are dedicated to a safe and

compassionate reporting process that is respondent driven. We are committed to educating students about the reporting process so they are aware of their options. In addition to student education, the District supports both staff and parent education as tools in addressing sexual harassment and abuse. We value the interest of the community in creating a collaborative and productive partnership that can help with these important tasks making our schools safe learning environments for all students, at all grade levels.

If you have questions about any of the above or would like to offer feedback, please contact StudentServices@ashland.k12.or.us