

Title IX Sexual Harassment Grievance Procedure

2:265-E Exhibit - Title IX Sexual Harassment Glossary of Terms

Use this exhibit to educate employees and students about Title IX terms, and with the required Title IX response and grievance process in Board policy 2:265, *Title IX Sexual Harassment Grievance Policy*, implemented by administrative procedure 2:265-AP2, *Formal Title IX Sexual Harassment Complaint Grievance Process*.

Glossary of Terms

Actual Knowledge - Notice of sexual harassment or allegations of sexual harassment to any District employee or to the District's Title IX Coordinator. Assumption of knowledge based solely on the District's status as an employer or other presumption under law does not constitute actual knowledge. This standard is not met when the only official of the District with actual knowledge is the Respondent. *Notice* as used here includes, but is not limited to, a report or complaint of sexual harassment to the Title IX Coordinator in person, by mail, by telephone, or by email using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. [34 C.F.R. §§ 106.30, 106.8\(a\)](#).

Appellate Decision-Maker - An individual or group, e.g., a Board-appointed appeal examiner or the Board, which reviews an appeal of the Initial Decision-Maker's determination regarding responsibility or a dismissal of a Formal Title IX Sexual Harassment Complaint (defined below). The Appellate Decision-Maker cannot be the same person as the Initial Decision-Maker, the Investigator, or the Title IX Coordinator. [34 C.F.R. §106.45\(b\)\(8\)\(iii\)\(B\)](#). The Appellate Decision-Maker must be free from conflicts of interest or bias against complainants and respondents generally or against an individual Complainant or Respondent, and must be trained to serve impartially. [34 C.F.R. §106.45\(b\)\(1\)\(iii\)](#).

Complainant - An individual who is alleged to be the Complainant of conduct that could constitute sexual harassment. [34 C.F.R. §106.30](#).

Consent - Knowing, voluntary, and clear permission by word or action, to engage in mutually agreed upon sexual activity. Consent may not be inferred from silence, passivity, or a lack of verbal or physical resistance. A person's manner of dress does not constitute consent. Past consent to sexual activities, or a current or previous dating relationship, does not imply ongoing or future consent. Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). Consent to engage in sexual activity with one person does not constitute consent to engage in sexual activity with another person. Consent may be withdrawn at any time. A person cannot consent to sexual activity if that person is unable to understand the nature of the activity or give knowing consent due to circumstances, including without limitation the following: (1) the person is incapacitated due to the use or influence of alcohol or drugs; (2) the person is asleep or unconscious; (3) the person is under age; or (4) the person is incapacitated due to a mental disability. The existence of consent is based on the totality of the circumstances, including the context in which the alleged incident occurred. Coercion, force, or the threat of either invalidates consent.

Note: [34 C.F.R. §106.30](#), added at 85 Fed. Reg. 30574, states that Title IX recipients are not required to adopt a particular definition of consent with respect to sexual assault; however, in its 2020 Title IX rulemaking, the U.S. Dept. of Education (DOE) stated that "recipients must clearly define consent and must apply that definition consistently." 85 Fed. Reg. 30125. **Consult the Board Attorney if the District would like to customize this definition.**

Education Program or Activity - Includes locations, events, or circumstances in the United States over which the District exercised substantial control over both the Respondent and the context in which

the sexual harassment occurred. [34 C.F.R. §106.44\(a\)](#).

Note: Title IX jurisdiction is geographically limited to discrimination against a person in the United States. [34 C.F.R. §106.8\(d\)](#). The District's Title IX obligations extend to off-campus sexual harassment incidents "if the off-campus incident occurs as part of the [district]'s 'operations' pursuant to [20 U.S.C. 1687](#) and [34 CFR 106.2\(h\)](#)" or if the District "exercised substantial control over the respondent and the context of alleged sexual harassment that occurred off campus pursuant to [§ 106.44\(a\)](#)." 85 Fed. Reg. 30196. No single factor is determinative of whether the District exercised *substantial control* or whether an incident occurred as part of the District's *operations*. Id. at 30197. *Operations* may include computer and internet networks, digital platforms, and computer hardware or software owned or operated by, or used in, the District's operations. Id. at 30202. **Consult the Board Attorney for further guidance.**

Formal Title IX Sexual Harassment Complaint - A document filed by a Complainant or signed by the Title IX Coordinator alleging sexual harassment against a Respondent and requesting that the District investigate the allegation. At the time of filing a Formal Title IX Sexual Harassment Complaint, a Complainant must be participating in or attempting to participate in the District's education program or activity with which the Formal Title IX Sexual Harassment Complaint is filed.

Note: Whether a Complainant is *attempting to participate* is a fact-specific inquiry. For example, a Complainant who has graduated may still be attempting to participate in an education program where they intend to remain involved in alumni programs or activities. 85 Fed. Reg. 30138. **Consult the Board Attorney for further guidance.**

Initial Decision-Maker - An individual designated by the Title IX Coordinator to reach an initial determination regarding responsibility in a Formal Title IX Sexual Harassment Complaint (defined above) by applying the standard of proof set forth in 2:265-AP2, *Formal Title IX Sexual Harassment Complaint Grievance Process*. See 85 Fed. Reg. 30054. The Title IX Coordinator cannot be the Initial Decision-Maker. [34 C.F.R. §106.45\(b\)\(7\)\(i\)](#). The Initial Decision-Maker must be free from conflicts of interest or bias against complainants and respondents generally or against an individual Complainant or Respondent, and must be trained to serve impartially. [34 C.F.R. §106.45\(b\)\(1\)\(iii\)](#).

Investigator - The Title IX Coordinator or an individual designated by the Title IX Coordinator to investigate a *Formal Title IX Sexual Harassment Complaint* (defined above) according to 2:265-AP2, *Formal Title IX Sexual Harassment Complaint Grievance Process*. The Investigator must be free from conflicts of interest or bias against complainants and respondents generally or against an individual Complainant or Respondent, and must be trained to serve impartially. [34 C.F.R. §106.45\(b\)\(1\)\(iii\)](#).

Respondent - An individual who has been reported to be the perpetrator of the conduct that could constitute sexual harassment. [34 C.F.R. §106.30](#).

Supportive Measures - Non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to a Complainant or Respondent before or after the filing of a Formal Title IX Sexual Harassment Complaint or where no Formal Title IX Sexual Harassment Complaint has been filed. Such measures are designed to restore or preserve equal access to the District's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the District's educational environment, or deter sexual harassment. Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work locations, leaves

of absence, increased security and monitoring of certain areas of the campus, and other similar measures. The District will maintain as confidential any supportive measures provided to a Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of the District to provide the supportive measures. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures. [34 C.F.R. §106.30](#).

Sexual Harassment Governed by Laws Other Than Title IX - The District must also address sexual harassment that does not meet the definition of Title IX sexual harassment, including but not limited to sexual harassment in violation of the State Officials and Employees Ethics Act ([5 ILCS 430/](#)), Illinois Human Rights Act ([775 ILCS 5/](#)), and Title VII of the Civil Rights Act of 1964 ([42 U.S.C. §2000e et seq.](#)).

For each report or complaint received, the Title IX Coordinator will consider whether any of the Board policy requires action by the District in addition to or at the exclusion of policy 2:265, *Title IX Sexual Harassment Grievance Procedure*:

Title IX Sexual Harassment - Conduct on the basis of sex that satisfies one or more of the following ([34 C.F.R. §106.30](#)):

- A District employee conditions the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct (employee *quid pro quo*); or
- 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 District's education program or activity (often referred to as a *Title IX hostile environment*); or
- *Sexual assault* as defined in [20 U.S.C. §1092\(f\)\(6\)\(A\)\(v\)](#), *dating violence* as defined in [34 U.S.C. §12291\(a\)\(10\)](#), *domestic violence* as defined in [34 U.S.C. §12291\(a\)\(8\)](#), or *stalking* as defined in [34 U.S.C. §12291\(a\)\(30\)](#).

For employee *quid pro quo*, *sexual assault*, *dating violence*, *domestic violence*, and *stalking*, it is not necessary to allege that conduct was sufficiently "severe" or "pervasive" to be covered under Title IX; each of these forms of sexual misconduct will constitute a *per se* incident of sexual harassment.

Sexual Assault - means an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system (UCR Program) of the Federal Bureau of Investigation (FBI), and includes rape, fondling, incest, and statutory rape. [20 U.S.C. §1092\(f\)\(6\)\(A\)\(v\)](#); [34 C.F.R. Part 668](#), Appendix A to Subpart D. For more information regarding the FBI UCR Program, see www.fbi.gov/services/cjis/ucr/. In the Preamble to the Rule at page 547, footnote 791, the Department explains:

The FBI UCR, in turn, consists of two crime reporting systems: The Summary Reporting System (SRS) and the National Incident-Based Reporting System (NIBRS). U.S. Dep't. of Justice, Criminal Justice Information Services, SRS to NIBRS: The Path to Better UCR Data (Mar. 28, 2017). The current Clery Act regulations, [34 CFR 668.46\(a\)](#), direct recipients to look to the SRS for a definition of rape and to NIBRS for a definition of fondling, statutory rape, and incest as the offenses falling under "sexual assault." The FBI has announced it will retire the SRS and transition to using only the NIBRS in January 2021. Federal Bureau of Investigation, Criminal Justice Information Services, Uniform Crime Reporting (UCR) Program, National Incident-Based Reporting System (NIBRS), <https://www.fbi.gov/services/cjis/ucr/nibrs>. NIBRS' forcible and nonforcible sex offenses consist of: rape, sodomy, and sexual assault with an object (as well as fondling, statutory rape, and incest, as noted above). Thus, reference to the Clery Act will continue to cover

the same range of sex offenses under the FBI UCR regardless of whether or when the FBI phases out the SRS.

The definition of Rape under the SRS is the following: “Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the Complainant.”

Although the Title IX Rule does not require schools to choose between the SRS and NIBRS, because the FBI is retiring the SRS on January 1, 2021, and the FBI has encouraged users to transition to the NIBRS now, the NIBRS sex offenses, including the definition of rape, are listed below.

“Sex Offenses” under the NIBRS refers to any sexual act including Rape, Sodomy, Sexual Assault With An Object, or Fondling directed against another person, without the consent of the Complainant, including instances where the Complainant is incapable of giving consent, as well as the “nonforcible” sex offenses of Incest and Statutory Rape. The NIBRS offers the following definitions of sex offenses:

- Rape—(Except Statutory Rape) The carnal knowledge of a person, without the consent of the Complainant, including instances where the Complainant is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.
- Sodomy—Oral or anal sexual intercourse with another person, without the consent of the Complainant, including instances where the Complainant is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.
- Sexual Assault With An Object—To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the Complainant, including instances where the Complainant is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.
- Fondling—The touching of the private body parts of another person for the purpose of sexual gratification without the consent of the Complainant, including instances where the Complainant is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.
- Incest—Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- Statutory Rape—Nonforcible sexual intercourse with a person who is under the statutory age of consent.

Conduct meeting the definition of any of these sex offenses falls under the new Title IX Rule’s definition of “sexual assault” as a type of sexual harassment.

Note that several of the FBI UCR sex offenses that must be considered “sexual assault” involve the element of lack of consent of the Complainant. See the definition of “consent” above.

Dating violence means violence committed by a person: (1) who is or has been in a social relationship of a romantic or intimate nature with the Complainant, and (2) 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 in the relationship. [34 U.S.C. §12291\(a\)\(10\)](#).

Violence between people who are in a dating relationship is covered by Title IX and individuals have the right under Title IX to report dating violence taking place in a relationship.

Domestic violence includes any felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the Complainant, by a person with whom the Complainant shares a child in common, by a person who is cohabitating with or has cohabitated with the Complainant as a spouse or intimate partner, by a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of the jurisdiction, or by any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of the jurisdiction. [34 U.S.C. §12291\(a\)\(8\)](#).

Violence between people who are in a domestic relationship is covered by Title IX and individuals have the right under Title IX to report violence between people in a relationship.

Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to: (1) fear for their safety or the safety of others, or (2) suffer substantial emotional distress. [34 U.S.C. §12291\(a\)\(30\)](#).

The new Title IX Rule covers instances of stalking based on sex, including stalking that occurs online or through messaging platforms, commonly known as cyber-stalking, when it occurs in the school's education program or activity.

DATED: March 31, 2021

Community High School District 128
