

# **Title IX**

## Title IX Policy – 2025

### Title IX Coordinator Contact Information

All complaints should be directed to the Title IX Coordinator:

#### **Sarah Saluta**

Executive Director, Title IX Coordinator  
San Diego Cooperative Charter School  
7260 Linda Vista Road  
San Diego, CA 92111  
Phone: (858) 496-1613  
Email: sarah@sdccs.org

Reports may be made at any time by phone, email, mail, or in person.

### **What is Title IX?**

Title IX (20 U.S.C. § 1681 et seq.; 34 C.F.R. Part 106) 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.”

In accordance with Title IX and California law, the Board of Directors of San Diego Cooperative Charter School (“SDCCS” or “Charter School”) does not discriminate on the basis of sex in its education programs or activities, including employment and admissions.

### **Your Rights and Responsibilities Under Title IX**

- (a) You have the right to fair and equitable treatment and you shall not be discriminated against based on your sex.
- (b) You have the right to an equitable opportunity to participate in all academic and extracurricular activities offered by SDCCS.
- (c) If SDCCS offers athletic programs in the future, you have the right to equitable treatment and benefits, including:
  - Equipment and supplies

- Scheduling of games and practices
- Transportation and allowances
- Access to tutoring
- Coaching
- Locker rooms and facilities
- Medical and training facilities and services
- Publicity

(d) You have the right to be protected against retaliation if you file a Title IX complaint.

(e) You have the right to file a complaint with SDCCS, the U.S. Department of Education Office for Civil Rights (OCR), or the California Department of Education.

### **Definition of Sexual Harassment (34 C.F.R. §106.30)**

Sexual harassment under Title IX includes:

1. **Quid Pro Quo:** A school employee conditioning a service or benefit on unwelcome sexual conduct.
2. **Hostile Environment:** Unwelcome conduct on the basis of sex that is so **severe, pervasive, and objectively offensive** that it denies equal access to an education program or activity.
3. **Sexual Assault, Dating Violence, Domestic Violence, or Stalking** as defined by federal law.

### **How to Report Sexual Harassment**

Any person may report sexual harassment to the Title IX Coordinator in person, by mail, phone, or email, at any time. Anonymous reports are accepted, but SDCCS's ability to respond may be limited.

### **Supportive Measures**

Upon receiving a report, SDCCS will offer supportive measures to both parties, such as:

- Academic accommodations

- Schedule changes
- Increased monitoring and safety planning
- Counseling referrals

These measures are **non-punitive, non-disciplinary, and free of charge**, whether or not a formal complaint is filed.

## **Grievance Process for Formal Complaints**

When a formal complaint is filed, SDCCS will:

1. **Provide Written Notice** to both parties detailing allegations, rights, and process.
2. **Conduct an Impartial Investigation**, allowing both parties to present evidence and review evidence before the decision.
3. **Issue a Written Determination** by a neutral decision-maker using the **preponderance of the evidence** standard.
4. **Allow Appeals** for procedural error, new evidence, or conflict of interest.
5. **Offer Informal Resolution** (e.g., mediation) only after a formal complaint is filed and both parties give **written consent**.
6. **Maintain Records** of all Title IX proceedings, outcomes, and staff training for **7 years**.

## **Retaliation Prohibited**

No individual will face retaliation for reporting, participating in, or refusing to participate in a Title IX process.

## **Training and Public Posting**

- All staff will receive annual Title IX training; investigators and decision-makers will receive specialized training.
- Training materials will be posted on SDCCS's website.
- This policy and Title IX Coordinator contact information will appear in student/parent and employee handbooks and on the SDCCS website.

## Resources

- **U.S. Department of Education, Office for Civil Rights:**  
<https://www2.ed.gov/about/offices/list/ocr/frontpage/pro-students/sex-pr.html>
- **California Department of Education, Gender Equity/Title IX:**  
<https://www.cde.ca.gov/re/di/eo/genequitytitleix.asp>

## Legal References

- **Title IX of the Education Amendments of 1972**, 20 U.S.C. §§ 1681–1688
- **34 C.F.R. Part 106**
- **California Education Code §§ 200, 220, 231.5**
- **AB 699: Educational Equity and Immigration Status**
- **FERPA**

## How to File a Complaint

You can file a complaint with:

- **SDCCS** under its Title IX grievance process and Uniform Complaint Procedures.
- **OCR** within 180 days of the last act of alleged discrimination:  
Office for Civil Rights  
U.S. Department of Education  
400 Maryland Avenue SW  
Washington, D.C. 20202  
Email: [ocr@ed.gov](mailto:ocr@ed.gov) | Phone: 800-421-3481
- **California Department of Education:**  
<http://www.cde.ca.gov/re/di/eo/complaint.asp>

## Adoption and Review

This policy was adopted by the Governing Board of San Diego Cooperative Charter School on **August 12, 2025** and will be reviewed annually.

