North Linn Community School District

Title IX: Sex Discrimination and Sexual Harassment Policy and Procedures

Board Policy 106 – Discrimination and Harassment Based on Sex Prohibited

1. Statement of Nondiscrimination

The North Linn Community School District is committed to providing a safe, respectful, and supportive educational and working environment free from unlawful discrimination, harassment, and retaliation.

In accordance with Title IX of the Education Amendments of 1972, the District prohibits discrimination on the basis of sex, including sexual harassment, in its educational programs, activities, and employment practices.

This prohibition applies to all students, employees, applicants for employment, and individuals participating in District programs or activities.

The District will respond promptly and appropriately to reports of sex discrimination and sexual harassment in accordance with applicable federal and state laws and District policies.

2. Title IX and Equity Coordinator

The District has designated the following individual to oversee Title IX compliance, receive complaints of discrimination and harassment, coordinate supportive measures, and facilitate the District's response to reported concerns.

Kaitlyn Stoll, Principal
Title IX Coordinator
North Linn Community School District
3033 Lynx Drive
Troy Mills, IA 52344
Phone: 319-224-3291
Email: kstoll@northlinncsd.org

Students, parents/guardians, employees, applicants for employment, and community members may contact the Coordinator with questions, concerns, or reports involving discrimination, harassment, or retaliation.

3. Prohibited Conduct

The District prohibits sex discrimination, including sexual harassment, as defined by applicable Title IX regulations.

Sexual harassment under the Title IX grievance framework includes:

- **Quid Pro Quo Harassment:** A District employee conditioning an educational benefit, service, or opportunity on an individual's participation in unwelcome sexual conduct.
- **Hostile Environment Sexual Harassment:** Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies an individual equal access to the District's educational programs or activities.
- **Sexual Assault, Dating Violence, Domestic Violence, and Stalking:** Conduct meeting the applicable definitions established under federal law.

Examples of conduct that may constitute sexual harassment include:

- Unwelcome sexual advances or propositions.
- Unwanted touching or inappropriate physical contact.
- Sexually explicit comments, jokes, gestures, or messages.
- Repeated unwelcome comments about an individual's body or sexual experiences.
- Displaying or distributing sexually inappropriate images or electronic content.
- Sexual harassment through text messages, social media, or other electronic communications.
- Sexual assault or other forms of sexual violence.

Conduct that does not meet the federal definition of Title IX sexual harassment may still violate other District policies and result in appropriate disciplinary action.

4. Reporting Discrimination or Harassment

Any individual who believes they have experienced, witnessed, or become aware of discrimination or harassment is encouraged to report the concern promptly.

Reports may be made to:

- The District's Title IX and Equity Coordinator.
- A building principal or administrator.
- A trusted teacher, counselor, or other District employee.
- Law enforcement, when appropriate.

Reports may be submitted in person, by telephone, by email, or through other means that result in the Coordinator receiving the report.

Employee Reporting Responsibilities

District employees who witness or become aware of sexual harassment are expected to report the concern immediately to the Title IX Coordinator, building principal, or immediate supervisor.

Failure to fulfill employee reporting responsibilities may result in disciplinary action, up to and including termination of employment.

Failure to report unwelcome behavior immediately does not mean that the behavior was welcome or that an individual has waived their right to report a concern.

5. District Response and Supportive Measures

Upon receiving a report of sex discrimination or sexual harassment, the District will respond in accordance with applicable laws, regulations, and District procedures.

The Title IX Coordinator will coordinate an appropriate response, which may include:

- Contacting the individual who reportedly experienced harassment.
- Discussing available supportive measures.
- Explaining the process for filing a formal Title IX complaint.
- Considering the individual's wishes regarding supportive measures.
- Determining the appropriate District policy or procedure for addressing the reported conduct.

Supportive measures may be available regardless of whether a formal complaint is filed.