

CCC Board of Education – Topic Summary	
Topic:	Board Policy Revisions
Date:	June 26, 2024
Presenter:	Katherine Hopkins, Human Resources Director Melissa McCormack, Chief Human Resources Officer
Division/Department:	Human Resources / Executive
RECOMMENDATION:	Approve Revisions to Board Policy GBN/JBA, Sex-Based Discrimination/Misconduct

REASON FOR BOARD CONSIDERATION:

There have been some legally mandated changes to Title IX and the Board policy needs to be updated and implemented with these legal changes no later than August 1, 2024.

BACKGROUND:

Board policies are reviewed and updated on a cycle and as needed. There were changes to legislature that required the Board to update this policy.

The following are some specific changes:

- Changed from sexual harassment to sex-based discrimination
- Expands definition to "sex-based harassment," encompassing a wider range of discriminatory behaviors beyond just sexual conduct
- Language change from "so severe, pervasive, and objectively" offensive to "based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive"
- Expanded Reporting Responsibility
- Procedures have been updated to include informal resolution and no longer require a hearing
- Enhanced training requirements for all staff, investigators, decision-makers and Title IX coordinators
- Clearer defined procedures and timeframes
- Definitions

BUDGET IMPACT/SOURCE OF FUNDS:

No fiscal impact is associated with the adoption of policies

ATTACHMENTS:

Board Policy GBN/JBA – Redlined to see changes

FUTURE REPORT:

This will come back to the Board under the consent agenda at the July 17, 2024 meeting for approval and final adoption.