

CCC Board of Education – Topic Summary	
Topic:	Board Policy Revisions
Date:	July 17, 2024
Presenter:	Katherine Hopkins, Human Resources Director Melissa McCormack, Chief Human Resources Officer
Division/Department:	Human Resources / Executive
<b>RECOMMENDATION:</b>	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

This was brought to the Board at the June 26, 2024 meeting and now is back for the second read and final adoption.

**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:**

None