

## Ashland School District Sexual Harassment Title IX Plan

### Background:

“Education has long been recognized as the great equalizer in America. The U. S. Department of Education and its Office for Civil Rights (OCR) believe that providing all students with an educational environment free from discrimination is extremely important. The sexual harassment of students, including sexual violence, interferes with students’ rights to receive an education free from discrimination and, in the case of sexual violence, is a crime.

Title IX of the Education Amendments of 1972 and its implementing regulations prohibit discrimination on the basis of sex in education programs or activities operated by recipients of Federal financial assistance. Sexual harassment of students, which includes acts of sexual violence, is a form of sex discrimination prohibited under Title IX.” *USDOE Dear Colleague Letter, April 4, 2011.*

Public school districts including the Ashland School District receive federal funds for a variety of programs such as Title I for students from poverty, Title II for professional development for educators and support for students with disabilities under the Individuals with Disabilities Education Act (IDEA). There is no funding source for Title IX regulations, but districts are expected to adhere to all regulations of the law.

This Ashland School District Title IX Plan is both a communication and an education tool for students, staff, parents and community members. The plan is divided into the following sections.

1. Reporter and Respondent Rights in Ashland School District
2. Title IX Process Guidelines
3. School and Community Supports and Legal Options
4. Providing Age-Appropriate Education and Educating the Community
5. Student Friendly FAQ
6. Resource List to Learn More About Title IX
7. Title IX Coordinators in the Ashland School District
8. Glossary of Terms
9. District Title IX Superintendent Advisory Committee

The Mission of the Ashland School District: *Inspiring Learning for Life*

The Vision of the Ashland Schools: *Empowering students to be lifelong learners, responsible citizens and stewards of the world.*

## NOTICE OF NONDISCRIMINATION

The Ashland School District does not discriminate on the basis of race, color, religion, creed, national or ethnic origin, sexual orientation, age, pregnancy, disability, or sex, gender identity or expression, in the administration of any of its educational programs and services or in its employment practices.

Inquiries concerning the application of Title IX and its implementing regulations may be referred to the Title IX coordinators listed in this document.

## Ashland School District

### Title IX Plan – Reporter and Respondent Rights

The following outlines the rights available to all reporters and respondents with regard to Title IX investigations. This document is designed to convey clearly and simply to students, staff and the community what those rights are. Policies pertaining to harassment are noted at the end of the document.

Reporter is a person disclosing an incident of sexual harassment, referred to in Title IX as a Complainant. Respondent is a person alleged to have committed an act of sexual harassment.

#### Reporter and Respondent Rights within the Ashland School District Title IX Process.

Unless otherwise noted, each right is available to both the Reporter and the Respondent, and to staff as well as students. As a participant in a Title IX process you have the right:

- To receive help navigating the Title IX process.
- To receive written information and a full explanation of the Title IX reporting and investigation process prior to making a disclosure.
- To receive information on how to access confidential support and community resources without triggering the school investigative process.
- To make an anonymous report (which may impact the school's ability to conduct a complete investigation).
- To have a complaint investigated promptly and in accordance with established District policies.
- To receive help reporting to law enforcement.
- To have your information treated with the highest level of confidentiality possible.
- To be free from retaliation or negative impact in the school environment because of participation in a Title IX investigation.
- To have an advocate or other support person present and/or available during the process and during any investigatory interviews as appropriate.
- To have incidents of off-campus or social media harassment and abuse investigated when they impact your sense of emotional or physical safety at school.
- To have the District honor your request as a reporter your parents/guardians not be notified of an investigation if you are age 15 or older.
- To choose how much you will participate in an investigation, including your right to not participate.
- To request that interim measures be put in place to protect your emotional and physical safety during the investigation.
- To receive updates on the status of the investigation and to be informed if there is a delay in reaching a resolution.
- To be informed of all options for an appeal of a resolution, both within the District and to the Office of Civil Rights.

## Ashland School District

### Title IX Plan -- Process Guidelines

#### TIMELINE 60 CALENDAR DAYS

- Student reports any behavior covered under the harassment policies (GBN/JBA, GBNA/JFCF) to any school employee.
- School Title IX coordinator reviews complaint.
  - Title IX complaint form completed.
  - District Title IX Coordinator notified. District coordinator may serve in lieu of building coordinator moving forward based on severity of allegations or other factors.
  - Process and options provided to reporter.
  - Title IX investigative process begins immediately and must be prompt, thorough and impartial.
  - Desired interim supports identified.
  - Law enforcement notified if appropriate.
  - Title IX, disciplinary and law enforcement are separate investigative processes. The district may need to temporarily delay the fact-finding portion of a Title IX investigation while law enforcement is gathering evidence.
  - Confidentiality is extremely important and only designated individuals who are part of the interview process should be informed.
- Notice to Parents of Reporter. Notice is up to Reporter if age 15 or older.
  - Title IX notice, process guide, timelines and interim supports provided.
  - Interim supports established and implemented.
- Notice to Parents of Respondent(s). Notice is up to Respondent if age 15 or older.
  - Title IX notice, process guide, timelines and interim supports provided.
  - May be provided before or during the investigation process.
- Implement interim supports.
- Investigation by Trained Interviewer
  - Interviewer determination to be made after consult with District Title IX Coordinator. Age of the reporter and severity of the allegations are among the factors in the choice of interviewer.
  - May include qualified forensic interviewers on contract with the District, or
  - Staff from another building trained in forensic interviews, or
  - The building Title IX coordinator.
  - Interviews conducted and written summary completed.
- Title IX coordinator reviews interview notes.
  - Final determination of findings based on “preponderance of evidence” and in consultation with other trained Title IX coordinators if needed.
- Notice of findings and remedy under Title IX
  - Revise interim supports/sanctions as needed based on the Title IX investigation.
  - Includes any further supports or sanctions provided to reporter and respondent.

- Notice of appeal to District Coordinator or School Board as provided in Board policy.
  - Notice of Complaint to Oregon Department of Education or Office of Civil Rights.
  - Notice of potential for future revisions of sanctions or supports.
- Appeal if sought by either reporter or respondent.
- In cases of findings, a District Administrator may expunge complaint records if respondent participates in identified mitigating activities as prescribed that may include but are not limited to counseling, sensitivity or awareness training or community service. In cases where findings reflect substantiated criminal activity or some degree of risk of recurrence as determined by the administrator, records will not be expunged.

## Ashland School District

### Title IX Plan - School and Community Supports and Legal Options

The Ashland School District is committed to supporting students, staff and parents during situations of potential sexual harassment/assault. This document provides an overview of the support available through the school and within the community for individuals involved in an incident of potential sexual harassment/assault. In addition, this document outlines some of the legal options available to individuals. This document is not intended to be an all-inclusive resource but rather a foundational guide to provide information about resources available.

If a student feels as though she or he is in need of resources and support there are several avenues, each one offering resources to the student. However, students and parents should be aware that certain avenues trigger, as a matter of federal and state law, certain responses. In light of that students and parents should choose carefully which avenue is pursued.

There are two very important laws that dictate a school's response to complaints of sexual harassment/assault and abuse.

Oregon Revised Statutes 339.372, 342.700-342.708 and 419B.410 state that all school employees must report instances of child abuse and sexual harassment to an appropriate authority.

The other law is a federal law called Title IX. Title IX prohibits discrimination on the basis of sex in education programs or activities. This law mandates that all schools must take steps to ensure all students have equal access to education. All school employees are mandatory reporters. This means that schools must be proactive in safeguarding against abuse. These two laws effectively remove a school's discretion when it comes to matters of any kind of abuse including sexual harassment. Schools must provide the complainant (reporter) with a safe learning environment including potentially removing the alleged perpetrator (respondent) from sharing a classroom or even being on campus with the reporter. The needs of the reporter must be considered first.

Notification Channels				
Who to contact:	Any employee of the school All school employees are mandatory reporters per ORS 339.772	Confidential Advocate <i>Jackson County Sexual Assault Response Team (JCSART)</i>	Confidential Advocate Community Works HelpLine and Sexual Assault Victim Services (SAVS)	Ashland Police Department Any member of the Ashland Police Department
Notification Steps:	Students should report incidents of sexual harassment/assault as soon as possible. All reports must be investigated thoroughly and promptly by a trained Title IX investigator. For further information see the Ashland School District Policy GBN/JBA Sexual Harassment and GBN/JBA-AR Sexual Harassment Complaint Procedure at <a href="http://www.ashland.k12.or.us">www.ashland.k12.or.us</a> . Verbal reports are sufficient, but there is also a Sexual Harassment Complaint Form attached to GBN/JBA-AR.	Students and staff who would like help understanding their options for accessing services (medical, emotional support, counseling) or engaging in a school or law enforcement process (Title IX or criminal proceeding) can contact Jackson County SART at <a href="tel:541-840-0904">541-840-0904</a> (including texting) or <a href="mailto:jcsart@charter.net">jcsart@charter.net</a> 8am-6pm for confidential support and information. This will NOT trigger a mandatory report or school response and the caller can remain anonymous, receive information by phone or	HelpLine is a 24-hour crisis hotline almost entirely staffed by trained volunteers who listen with empathy, help problem solve and make referrals to local resources. They can be reached 24/7 at <a href="tel:541-779-4357">541-779-4357</a> or Toll Free at <a href="tel:1-855-216-2111">1-855-216-2111</a> . SAVS provides support and advocacy to survivors of sexual harassment, sexual assault and rape for adults and adolescents. The primary goal of advocates is to offer non-judgmental support and link the survivor to options that may work best for them. Advocates are available	Emergencies: <a href="tel:911">911</a> Non-emergencies: <a href="tel:541-770-4784">541-770-4784</a> Business: 541-482-5211 On Line reporting and information about You Have Options Program: <a href="http://reportingoptions.org">reportingoptions.org</a>

		<p>arrange to meet in person. Parents of students will not be notified unless the student requests them to be.</p>	<p>24 hours a day, 7 days a week by calling HelpLine numbers above or <a href="http://community-works.org">community-works.org</a></p>	
<p>Outcome using this channel:</p>	<p>Under Oregon law <u>all school employees</u> are mandated to report incidents of child abuse (including at the hands of another child) to an appropriate authority such as Department of Human Services (DHS) or the local police. Additionally, the school is required under a federal law called Title IX (Title Nine) to take steps to ensure <del>all</del> students safety. If the reporter requests confidentiality and insists his or her name not be disclosed, the school's ability to respond may be limited. However, the school must still consider how to provide a safe environment for the student while maintaining the requested confidentiality. In some instances, the school will not be able to maintain confidentiality of information.</p>	<p><b><i>Nothing is triggered by contacting SART.</i></b> <del>Susan</del>  They will support you and make sure you get the support you need as much as they can and as much as you are willing. SART can make sure you understand what resources are out there, and will facilitate you getting in touch with the Ashland Police if you would like to.</p>	<p>Advocates are NOT mandated reporters. Callers can remain anonymous and be counseled by phone or meet advocates in person. Advocates accompany and support survivors through medical, legal and other systems. They also work with non-offending family members to provide information and tools to empower the survivor. Advocates provide support whether survivors choose to report or not. The services are free and confidential.</p>	<p>The You Have Options Program leaves as much control as possible in the hands of the victim. If you are 15 or older we will not notify your parents unless you want us to, and as much as possible we will not take action against the suspect, or notify the suspect of the complaint, without your permission. If you are under 15 we will work with you and your parents and leave as much control as possible with you as we support you through this process.</p>

## Title IX Plan -- Providing Age-Appropriate Education And Educating the Community

We know that good citizenship and healthy sexual boundaries do not occur over night. Developmentally appropriate education around these issues is critical for all ages from kindergarten through senior year. In fact, this type of program is required by Oregon law as a part of human sexuality education under OAR 581-022-1440, and through related Oregon statutes and regulations including "Erin's Law," ORS 339.400.

Erin's law went into effect in Oregon during 2016 - 2017 and is a positive extension of the existing statute that requires a comprehensive sexuality education, abstinence, harassment and abuse prevention program. Erin's law requires four sessions annually of sexual abuse prevention at all grade levels, as well as staff education and information for parents.

Ashland School District provides an age-appropriate, comprehensive plan of instruction focusing on personal space, boundaries, online safety, empathy and relational skills, human sexuality education, HIV/AIDS and sexually transmitted infections and disease prevention in elementary and secondary schools as an integral part of health education and other subjects. Developmentally appropriate instruction in harassment and abuse prevention is integral to the program.

In our elementary programs, students learn about personal boundaries and sexual harassment and abuse prevention through programs like "Second Steps," which includes aspects of healthy relationships including setting boundaries, making friends, being respectful and other relevant skills. Health units are also designed to provide general knowledge of human sexual development. Regular classroom teachers and child development specialists share in the instructional efforts.

Recently, Ashland School District established an agreement with Jackson County SART (Sexual Assault Response Team) to annually provide four sessions of abuse prevention instruction in grade levels K-5. We are excited about the partnership, expertise and curriculum materials they offer. SART staff will be offering two sessions at each grade level, with follow up lessons by classroom teachers and child development specialists. Curriculum goals include personal space/boundaries, "good" secrets and "uncomfortable" secrets, identifying trusted adults, empathy, bystander responsibilities, online safety,

All middle and high school students participate in health classes that cover a range of topics including but not limited to setting personal boundaries, bystander responsibilities, consent, sexual health, healthy and unhealthy relationships and Title IX. Historically, the curriculum has been presented in health classes for grades 6-8, and grades 9 and 11. Beginning in 2016 - 2017, every grade level from 6 through 12 will receive roughly four or more hours of instruction in sexual harassment and abuse prevention, primarily through their health classes.

All high school athletes must sign an athlete's Code of Conduct. Coaches also address appropriate conduct specifically with athletes and educate them on their responsibilities as role models and as care takers of a positive, safe and violence-free school community.

We are implementing district-wide education and awareness programs for all student athletes, activity participants, coaches and leaders to support a positive and safe school community. Leaders will have specific training in mandatory reporting, sexual harassment and abuse prevention, sexual misconduct and boundary invasion.

Some critical components of the curriculum include the following:

- \* Teaches the characteristics of the emotional, physical and psychological aspects of a healthy relationship;
- \* Teaches that no form of sexual expression or behavior is acceptable when it physically or emotionally harms oneself or others and that it is wrong to take advantage of or exploit another person;
- \* Teaches that consent is an essential component of healthy sexual behavior;
- \* Teaches and encourages active student bystander intervention behavior in regards to sexual harassment and sexual violence;
- \* Teaches students how to identify and respond to attitudes and behaviors which contribute to sexual harassment and sexual violence;
- \* Validates through course material and instruction the importance of honesty with oneself and others, respect for each person's dignity and well-being and responsibility for one's actions;
- \* Uses inclusive materials, language and strategies that recognize different sexual orientations, gender identities and gender expression.

In addition to student education, the District supports both parent and staff education as tools in addressing sexual harassment and sexual violence.

The schools offer annual parent nights including annual presentations by SART and the Children's Advocacy Center. Parents from all sites are invited to attend.

All staff participate in mandatory sexual abuse reporting, sexual misconduct and sexual harassment education annually. In 2016 - 2017, K-5 staff participated in a two-hour instructional program with the Children's Advocacy Center on sexual abuse and violence prevention.

Ashland Schools are dedicated to stopping sexual harassment and abuse before it occurs by raising healthy youth in a climate of safety and mutual respect. We are dedicated to a safe and compassionate reporting process that is survivor driven. We are committed to educating students about the reporting process so they are aware of their options. In addition to student

education, the District supports both staff and parent education as tools in addressing sexual harassment and abuse. We value the interest of the community in creating a collaborative and productive partnership that can help with these important tasks making our schools a safe learning environments for all students, at all grade levels.

If you have questions about any of the above or would like to offer feedback, please contact [StudentServices@ashland.k12.or.us](mailto:StudentServices@ashland.k12.or.us)

**Ashland School District  
Title IX Plan – Student Friendly FAQ**

**Reporter:**

**What are the school’s obligations under Title IX?**

Title IX demands that schools provide a safe learning environment for all students. Thereby, when issues arise, the school is required to conduct an investigation that is separate from any legal action. Upon conclusion of an investigation, necessary punishment, or sanctions, will be imparted.

**Can I make a report without pressing criminal charges?**

Due to mandatory reporting laws the school is required to notify the police if there was a sexual assault. In Ashland, you would be able to work with the Ashland Police Department’s *You Have Options* program which leaves as much control as possible in your hands. Regardless of your decision, the school must conduct its own Title IX investigation.

**If I disclose, who will know? What is my right to privacy?**

In beginning stages, only the Title IX Coordinator and anyone you reported to will know. The people who get involved in the following stages largely depend on the individual case.

**Which actions can be taken without notifying my parents?**

We can discuss a safety plan to help maintain a safe learning environment and offer a clear idea of what an investigation would look like. If you are 15 years or older, you can decide “when and if” we bring your parents into the investigation. Until you are 18 years old, parents/legal guardians have the right to view an educational record, which a complaint may become a part of, making it difficult to promise that your parents will not find out.

**If drugs and alcohol were involved, will I get in trouble?**

Discipline for misconduct such as violation of the District drug and alcohol policy is not part of the Title IX process. We will not pursue any disciplinary action in regard to Drug and Alcohol Policy that is disclosed during a Title IX Investigation.

**What if I can’t identify my assailant(s)? Can I still take some action?**

Yes. The school will conduct an investigation. In the meantime, if there are any changes in your academic routine which would help you to feel more safe, do not be afraid to ask for changes to your schedule, etc.

**Who can I talk to that isn’t a mandatory reporter?**

You can talk to the Sexual Assault Response Team (SART). This is a program that works with survivors of sexual assault to bring them healing, justice, and hope. You can contact Jackson County SART at (541) 840-0904.

**What can the school do to protect me?**

The school wants all students to feel safe at school. Depending on the situation, different actions could be taken. These could include (but are not limited to) making schedule changes or taking time off school.

**What will the school do about the person I accuse? What are the possible punishments facing them?**

It depends on what facts and issues are involved. There are differing degrees of sanctions depending on the outcome of investigations. If the respondent is found responsible, sanctions may range from limiting the respondent's access to certain classes or buildings to removal from school.

**How does it change the situation if I (the reporter) am an adult?**

The process is unchanged for those who have reached the age of 18.

**How do I make a report?**

You can make a report to any employee at the school. All school employees are mandatory reporters. They will let the Title IX Coordinator (the principal) know to ensure a fair and secure investigation. Reports can also be made directly to the principal, who is also the Title IX Coordinator for the school.

**What resources are available to help me recover?**

The counseling department and administrators have resources where counseling can be received at **no cost** for the duration of your time in the District. Another good resource is SART (Jackson County's Sexual Assault Response Team, accessible [here](#)) for many other free benefits.

**How can I access affordable and private medical care?**

You can receive very affordable (free in some cases) and private medical care at the Health Center at school. Medical care is free at any hospital emergency room following sexual assault. More information is available [here](#).

**Does the process change based on my gender?**

Title IX protects any person from sex-based discrimination and/or harassment. Female, male and gender non-conforming students are all protected.

**What if the event happened off campus or my assailant wasn't from an Ashland school? Can the school still be involved?**

If the off-campus event impacted your emotional health or educational opportunities, or creates a hostile educational environment, then Title IX likely applies. If the respondent was not from an Ashland school, we will still ensure a safety and support plan to help however possible.

**What if my assailant is an employee of Ashland School District?**

The process for contacting any trusted adult on campus remains the same. If you are concerned that the Title IX Coordinator (principal) is involved or biased, you can report to the District Coordinator (superintendent). Remember all school employees are mandatory reporters.

**What if the respondent retaliates in some way?**

Any form of retaliation is prohibited and can result in additional sanctions and school discipline. Inform the Title IX Coordinator (the principal) right away and they will take action as appropriate.

**Respondent:****What punishments am I facing? Will I be charged as a criminal?**

It depends on the allegations and the findings. Consequences can range from limited access to certain classes or buildings to removal from school. The wishes of the reporter may affect the sanctions since our primary goal is to protect their wellbeing. The District Attorney and law enforcement officials will determine if you are charged with a crime.

**Will this go on my permanent record (either legal or academic)?**

It depends. The event will be recorded in the school discipline record if it happened at school and/or school discipline was applied.

**How does it change the situation if I (the respondent) am an adult?**

The school will handle allegations against adults in the same way, but legal consequences might be different (you will be charged as an adult rather than as a minor).

**What if drugs and alcohol were involved in the incident? Does it change the process in any way?**

Discipline for misconduct such as violation of the District drug and alcohol policy is not part of the Title IX process. We will not pursue any disciplinary action in regard to Drug and Alcohol Policy that is disclosed during a Title IX Investigation.

**What can I do to defend myself?**

Tell the truth and cooperate fully with the investigation. Access the resources at your school, such as counselors, etc.

**What if the reporter retaliates in some way?**

Any form of retaliation is prohibited and can result in additional sanctions and school discipline. Inform the Title IX Coordinator (the principal) right away and they will take action as appropriate.

**How can I ensure my privacy throughout this process?**

Your privacy will be protected—the only people who will know are those directly connected with the investigation. The school is obligated to keep all aspects of the process confidential. We do caution both the complainant and the respondent to not discuss the situation outside of the investigation. However, the District's ability to limit private social media is limited.

**Anything else I should think about?**

It is critical that you do not retaliate or discuss the investigation with others. If you retaliate in any way, or others retaliate and it is seen as them acting on your behalf, additional sanctions and school discipline will apply.

### **Third Party (Friend/Parent):**

#### **Can I anonymously report an incident not involving myself (similar to a concerned person report)?**

Yes, you can. As a third party, you can make a concerned person report (which can be confidential if you want). The only issue with remaining anonymous is that, if you were a witness, it could limit our ability to take investigative action if a witness won't reveal themselves.

#### **If I make a report, do I have any further obligations? Am I a mandatory witness in a court case?**

No, you have no other obligations. If you want to stay completely out of the process after filing a report, you can. When you file a report, just indicate that you don't wish to be contacted any further and the school will respect that wish. You can only be forced to testify in court if you are subpoenaed.

#### **What if I think my child was sexually assaulted or harassed?**

You can notify the school's principal, who serves as the school's Title IX Coordinator, as soon as possible. You should also contact the police. If you don't feel comfortable with either of those options, you can contact a representative from Jackson County SART (Sexual Assault Response Team) to get advice. If the situation is impacting your child's sense of emotional or physical safety at school, you can request that interim measures be put in place to protect your child during an investigation.

#### **What is my right to privacy?**

In a Title IX investigation, all information is kept confidential. This is true even if a parent or friend (not the student) makes the complaint.

#### **Is there any way an adult can make a report without their child finding out?**

No, although we can keep the information about how we received the report confidential.

## Resources Available

### School Resources include:

All school employees are mandatory reporters.

- Counselors at Ashland Middle School and Ashland High School.
- Child development specialists at all elementary schools.
- Title IX coordinators designated at each school site and the district office. The names and contact information are listed in the appendix, the District handbook and on the District website.
- Training is provided for all staff at the end and beginning of each school year as well as at various times throughout the school year. These trainings materials are available at [www.ashland.k12.or.us](http://www.ashland.k12.or.us) under staff resources.
- Age-appropriate education is provided for all students at various times during the school year <http://www.ashland.k12.or.us/Page.asp?NavID=2822>

### Community resources not required to make mandatory reports include:

- Jackson County Sexual Assault Response Team (JCSART ) is available 8am-6pm by contacting [541-840-0904](tel:541-840-0904) (including texting)
- Community Works' Helpline has confidential advocates available by phone 24/7 at [541-779-4357](tel:541-779-4357) or Toll Free at [1-855-216-2111](tel:1-855-216-2111) who are not mandatory reporters.

### Community Resources that are mandatory reporters include:

- Asante Ashland Community Hospital Emergency Department
- Ashland Police Department: Emergencies: 911
  - Non-emergencies: 541-770-4784
  - Business: 541-482-5211
  - On Line reporting and information about You Have Options Program: [reportingoptions.org](http://reportingoptions.org)
- Free, immediate medical care after a sexual assault is available at any Jackson County Hospital and can be accessed without parent consent for anyone age 15 or older. Hospital staff are mandatory reporters to law enforcement but can help a survivor navigate a report to law enforcement that respects their wishes.
- Family physician, counselor and clergy (mandatory reporters to law enforcement if abuse of a minor is disclosed)
- Southern Oregon University. <https://inside.sou.edu/sexual-misconduct/index.html>

## TITLE IX RESOURCES FOR K-12 SCHOOLS

Know Your IX for High School students: <http://knowyourix.org/high-school/>

Stop Sexual Assault in Schools <http://stopsexualassaultinschools.org/>

Ashland School District: <http://www.ashland.k12.or.us/Page.asp?NavID=2822>

RESOURCES AVAILABLE THROUGH THE OFFICE OF CIVIL RIGHTS (US DEPARTMENT OF EDUCATION)

Dear Colleague Letter: Sexual Violence (2011)

<https://www2.ed.gov/about/offices/list/ocr/docs/dcl-factsheet-201104.html>

Dear Colleague Letter: Retaliation (2013)

<https://www2.ed.gov/about/offices/list/ocr/letters/colleague-201304.pdf>

Title IX Questions and Answers (2014)

<https://www2.ed.gov/about/offices/list/ocr/docs/qa-201404-title-ix.pdf>

Dear Colleague Letter: Title IX Coordinators (2015)

<https://www2.ed.gov/about/offices/list/ocr/letters/colleague-201504-title-ix-coordinators.pdf>

Title IX Resource Guide (2015)

<https://www2.ed.gov/about/offices/list/ocr/docs/dcl-title-ix-coordinators-guide-201504.pdf>

OREGON DEPARTMENT OF EDUCATION

<http://www.oregon.gov/ode/students-and-family/equity/civilrights/Pages/AboutTitleIX.aspx>

## Ashland School District

### TITLE IX District and School Coordinators

#### **ASHLAND SCHOOL DISTRICT**

Suzanne Cusick, Superintendent  
885 Siskiyou Blvd.  
Ashland, OR 97520  
Email: [Suzanne.Cusick@ashland.k12.or.us](mailto:Suzanne.Cusick@ashland.k12.or.us)  
Phone: 541-482-2811.

#### **ASHLAND HIGH SCHOOL**

Erika Bare, Principal  
201 S. Mountain Avenue  
Ashland, OR 97520  
Email: [Erika.Bare@ashland.k12.or.us](mailto:Erika.Bare@ashland.k12.or.us)  
Phone: 541-482-8771

#### **ASHLAND MIDDLE SCHOOL**

Stephen Retzlaff, Principal  
100 Walker Avenue  
Ashland, OR 97520  
Email: [Steve.Retzlaff@ashland.k12.or.us](mailto:Steve.Retzlaff@ashland.k12.or.us)  
Phone: 541-482-1611

#### **BELLVIEW ELEMENTARY SCHOOL**

Christine McCollom, Principal  
1070 Tolman Creek Road  
Ashland, OR 97520  
Email: [Christine.McCollom@ashland.k12.or.us](mailto:Christine.McCollom@ashland.k12.or.us)  
Phone: 541-944-1874

#### **HELMAN ELEMENTARY SCHOOL**

Michelle Cuddeback, Principal  
705 Helman Street  
Ashland, Oregon 97520  
Email: [Michelle.Cuddeback@ashland.k12.or.us](mailto:Michelle.Cuddeback@ashland.k12.or.us)  
Phone: 541-482-5620

**JOHN MUIR ELEMENTARY SCHOOL**

Rebecca Gyamarthy, Principal  
100 Walker Avenue  
Ashland, Oregon 97520  
Email: [Rebecca.Gyamarthy@ashland.k12.or.us](mailto:Rebecca.Gyamarthy@ashland.k12.or.us)  
Phone: 541-482-8577

**WALKER ELEMENTARY SCHOOL**

Tiffany Burns, Principal  
364 Walker Avenue  
Ashland, Oregon 97520  
Email: [Tiffany.Burns@ashland.k12.or.us](mailto:Tiffany.Burns@ashland.k12.or.us)  
Phone: 541-482-1516

**WILLOW WIND CLC**

Debra Schaeffer Pew, Principal  
1497 E. Main Street  
Ashland, Oregon 97520  
Email: [Debra.SchaefferPew@ashland.k12.or.us](mailto:Debra.SchaefferPew@ashland.k12.or.us)  
Phone: 541-488-2684

## Ashland School District

### Title IX Plan

#### Glossary of Terms

Adversely – has a negative effect on the ability of a student to learn

Advocate - individuals who work or volunteer in on-campus sexual assault centers, victim (reporter) advocacy offices, women’s centers or health centers (“non-professional counselors or advocates”), including front desk staff and students

Complainant/Reporter – an individual who allegedly experienced sexual assault or sexual harassment and reports it to a District employee, an advocate or a Title IX Coordinator.

Complainant is the term used in Title IX literature. This document uses Reporter.

Complaint – a report of an incidence of sexual harassment or assault disclosed to a school employee.

Confidential person – a person who can receive a report of alleged sexual violence, provide support to the reporter and who is not a mandatory reporter.

Counsel – an attorney

Designee – a person appointed or designated by the Title IX Coordinator or Superintendent to carry out actions described in the Title IX plan, including investigations.

Findings – the conclusions arrived at by a Title IX investigator or coordinator and communicated to the reporter and respondent.

Incidences – reported occurrence or occurrences of alleged sexual violence or sexual harassment

Initiation – the beginning of a Title IX investigation

Interim Supports – arrangements made to help ensure physical or emotional safety of a reporter or respondent during the period that an investigation is being conducted.

Investigation – an inquiry conducted by a Title IX Coordinator or a trained Title IX third party investigator to gather facts surrounding an alleged incident of sexual harassment. This can include interviews of the reporter, respondent and other individuals who may have knowledge of the incident.

Mandatory Title IX Reporters – adults who are required by law to report alleged incidences to law enforcement authorities. Examples are teachers, school employees and counselors.

Remedial – remedies or services provided to a complainant or reporter to ensure a safe educational environment. Remedies may also include changes in school policies or procedures.

Respondent – an individual reported to have been responsible for one or more incidences of sexual harassment or sexual violence.

Responsible Party – This is the language used in Title IX literature for Mandatory Reporter.

Retaliate –behavior by a respondent or reporter intended to hurt or punish the other party. This can include gossip, teasing, posts on social media or other forms of bullying.

Sanction –a consequence. Sanctions for sexual harassment can include restrictions on access to campus, changes in class schedules, limits on extracurricular activities and even suspension.

Supports –help for students dealing with the effects of sexual harassment. These can include counseling, changes in class schedules, and tutoring.

Survivor – an individual who has experienced one or more reported incidences of sexual harassment or sexual violence.

Reporter/Victim – according to Title IX official language, a person who reports an incidence of sexual violence or sexual harassment. Also called a reporter or a complainant.

## DISTRICT TITLE IX ADVISORY COMMITTEE

First Name	Last Name	Community Member	Parent/ Former Parent	ASD Staff/Student	Other
Torrie	Allen	✓			OSF
Erika	Bare	✓	✓	AHS Principal	
Samuel	Bogdanove	✓	✓	Director, Student Services	
Troy	Boyde	✓		✓	
Victor	Chang	✓	✓		SOU
Casey	Clithero	✓			SOU
Sheila	Clough	✓	✓		Asante Hospital
Michelle	Cuddeback		✓	Helman Principal	
Suzanne	Cusick			Superintendent	
Angela	Fleischer	✓	✓		SOU
Allison	French	✓		AHS Teacher	
Charlie	Hall	✓	✓	AHS Teacher/Coach	
Kimberley	Healey	✓	✓	AHS Teacher	
Kate	Joss-Bradley			✓	
Karl	Kemper	✓	✓	AHS Administrator	
Dylan	Kistler	✓		✓	
Callie	Mercer	✓		AHS Staff	
Patty	Michiels	✓	✓	Director, HR	
Susan	Moen	✓	✓		SART
Karen	O'Dougherty	✓	✓		Body Basics
Tighe	O'Meara	✓			Ashland Police
Claire	Pryor	✓		✓	
Steve	Retzlaff	✓	✓	AMS Principal	
Jeff	Roscher	✓		AHS Counselor	
Patricia	Sempowich	✓			Ashland CPC
Reed	Sorensen	✓		AHS Teacher	
David	Wick	✓			Ashland CPC
Tia	Wilhelm	✓		✓	
Kate	Wilkinson				OSBA Attorney
Amelia	Zeve	✓		✓	

Reviewed by the Board of Education May 8, 2017