



Exhibit 4119.12-E(1): Title IX Sexual Harassment Complaint Procedures

Status: ADOPTED

Original Adopted Date: 09/03/2024 | **Last Revised Date:** 09/26/2026 | **Last Reviewed Date:** 09/26/2026

NOTICE OF TITLE IX SEXUAL HARASSMENT POLICY

The district shall not discriminate on the basis of sex in any education program or activity that it operates. The prohibition against discrimination on the basis of sex is required by federal law (20 USC 1681-1688; 34 CFR Part 106) and extends to admission and employment. The district also prohibits retaliation against any employee for filing a complaint or exercising any right granted under Title IX.

The district shall take prompt and equitable action to address any potential Title IX violations that are brought to its attention. Any inquiries about the application of Title IX, this notice, and who is protected by Title IX may be referred to the district's Title IX Coordinator, to the Assistant Secretary for Civil Rights of the U.S. Department of Education, or both.

The following employee serves as the district's Title IX Coordinator and is responsible for addressing concerns or inquiries regarding discrimination on the basis of sex, including sexual harassment:

Cintia Robinson
Director of Human Resources
825 N. Lovekin Blvd.
Blythe, CA 92225
cintia.robinson@pvusd.us
(760) 922-4164

Any individual may report sex discrimination, including sexual harassment, to the Title IX Coordinator or any other school employee at any time, including during non-business hours, by mail, phone, or email. During district business hours, reports may also be made in person. Upon receiving an allegation of sexual harassment, the Title IX Coordinator shall promptly notify the parties, in writing, of the applicable district complaint procedure.

To view an electronic copy of the district's policies and administrative regulations on sexual harassment, including the grievance process that complies with 34 CFR 106.45, please see Board Policy/Administrative Regulation 4119.11/4219.11/4319.11 - Sexual Harassment, and Administrative Regulation 4119.12/4219.12/4319.12 - Title IX Sexual Harassment Complaint Procedures, on the district's website at www.pvusd.us.

To inspect or obtain a copy of the district's sexual harassment policies and administrative regulations, please contact:

Janenne McBride
Executive Assistant
825 N. Lovekin Blvd.
Blythe, CA 92225
jmcbride@pvusd.us
(760) 922-4164

Materials used to train the Title IX Coordinator, investigator(s), decisionmaker(s), and any person(s) who facilitates an informal resolution process, are also publicly available on the district's website or at the district office upon request.

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State

5 CCR 4600-4670

Description

[Uniform complaint procedures](#)

State

5 CCR 4900-4965

Civ. Code 1714.1

Civ. Code 51.9

Ed. Code 200-280

Ed. Code 48900

Ed. Code 48900.2

Ed. Code 48985

Gov. Code 12950.1

Description

Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance

[Liability of parent/guardian for act of willful misconduct by a minor](#)

[Liability for sexual harassment; business, service and professional relationships](#)

[Prohibition of discrimination](#)

[Grounds for suspension or expulsion](#)

[Additional grounds for suspension or expulsion; sexual harassment](#)

[Notices to parents/guardians in language other than English](#)

[Sexual harassment training](#)

Federal

20 USC 1092

20 USC 1221

20 USC 1232g

20 USC 1681-1688

34 CFR 106.1-106.82

34 CFR 99.1-99.67

34 USC 12291

42 USC 1983

42 USC 2000d-2000d-7

42 USC 2000e-2000e-17

Description

[Definition of sexual assault](#)

[Application of laws](#)

[Family Educational Rights and Privacy Act \(FERPA\) of 1974](#)

[Title IX of the Education Amendments of 1972; discrimination based on sex](#)

[Nondiscrimination on the basis of sex in education programs or activities](#)

[Family Educational Rights and Privacy](#)

[Definition of dating violence, domestic violence, and stalking](#)

[Civil action for deprivation of rights](#)

[Title VI, Civil Rights Act of 1964](#)

Title VII, Civil Rights Act of 1964, as amended

Management Resources

Court Decision

Court Decision

Court Decision

Court Decision

Court Decision

Court Decision

Court Decision

Court Decision

Federal Register

U.S. DOE, Office for Civil Rights Publication

U.S. DOJ, FBI Publication

Description

Tennessee v. Cardona (2024) 737 F.Supp.3d 510

[Reese v. Jefferson School District \(2001, 9th Cir.\) 208 F.3d 736](#)

[Davis v. Monroe County Board of Education \(1999\) 526 U.S. 629](#)

[Gebser v. Lago Vista Independent School District \(1998\) 524 U.S. 274](#)

[Oona by Kate S. v. McCaffrey \(1998, 9th Cir.\) 143 F.3d 473](#)

[Doe v. Petaluma City School District \(1995, 9th Cir.\) 54 F.3d 1447](#)

[Donovan v. Poway Unified School District \(2008\) 167 Cal.App.4th 567](#)

[Flores v. Morgan Hill Unified School District \(2003, 9th Cir.\) 324 F.3d 1130](#)

[Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, May 19, 2020, Vol. 85, No. 97, pages 30026-30579](#)

[Dear Colleague Letter: Enforcement of Title IX under the provisions of the 2020 Title IX Rule, February 4, 2025](#)

[National Incident-Based Reporting System](#)

Management Resources

Website	U.S. Department of Justice, Federal Bureau of Investigation
Website	CSBA District and County Office of Education Legal Services
Website	CSBA
Website	California Department of Education
Website	U.S. Department of Education, Office for Civil Rights

Cross References

	Description
0410	Nondiscrimination In District Programs And Activities
1312.3	Uniform Complaint Procedures
1312.3	Uniform Complaint Procedures
1313	Civility
3580	District Records
3580	District Records
3600	Consultants
4030	Nondiscrimination In Employment
4030	Nondiscrimination In Employment
4033	Lactation Accommodation
4117.7	Employment Status Reports
4118	Dismissal/Suspension/Disciplinary Action
4118	Dismissal/Suspension/Disciplinary Action
4119.11	Sexual Harassment
4119.11	Sexual Harassment
4131	Staff Development
4131	Staff Development
4218	Dismissal/Suspension/Disciplinary Action
4218	Dismissal/Suspension/Disciplinary Action
4219.11	Sexual Harassment
4219.11	Sexual Harassment
4319.11	Sexual Harassment
4319.11	Sexual Harassment
5145.7	Sexual Harassment
5145.7	Sexual Harassment
5145.71	Title IX Sexual Harassment Complaint Procedures
5145.71-E(1)	Title IX Sexual Harassment Complaint Procedures