



# **Capitan Municipal Schools Title IX**

***Title IX  
Coordinator***

**Contact Information:**

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# ***Non-Discrimination Policy***



## **Capitan Municipal Schools**

- **Does not discriminate on the basis of sex in the education program or activity that it operates.**
  - ◆ **Any person who feels unlawfully discriminated against or to have been the victim of unlawful discrimination by an agent or employee of the District or who knows of such discrimination against another person on the basis of sex should file a complaint with the Title IX Coordinator.**
  - ◆ **Any student or employee of the School District who believes he or she has been discriminated against, denied a benefit, or excluded from participation in any School District education program or activity on the basis of sex is in violation of school board policy. This applies to employment as well.**

# ***Title IX Changes***

## **→ Sexual Harassment**

- ◆ Sexual Harassment means conduct on the basis of sex that satisfies one or more of the following:
  - A school employee conditioning education benefits on participation in unwelcome sexual conduct
  - Unwelcome conduct that a reasonable person would determine is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the school's education program or activity
  - Sexual assault, dating violence, domestic violence, or stalking as defined in the Violence Against Women Act
  - Complainant means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.
  - Respondent means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.





→ **Any person can report Sex Discrimination or Sexual Harassment**

- ◆ It does not have to be the victim reporting.
- ◆ A report may be made to any District employee and that employee shall make the report to the Title IX Coordinator within one (1) school day of knowledge of the incident.
- ◆ Failure to make such a report upon its receipt shall expose the employee to disciplinary action.
- ◆ The District shall investigate each report and take appropriate action on all confirmed violations of policy.
- ◆ In the investigation, confidentiality will be maintained to the extent reasonably possible.
- ◆ Upon receiving a report of sex discrimination or sexual harassment, with or without a formal complaint, the Title IX Coordinator shall have a response provided to the complainant and respondent.



***Who can file a complaint?***

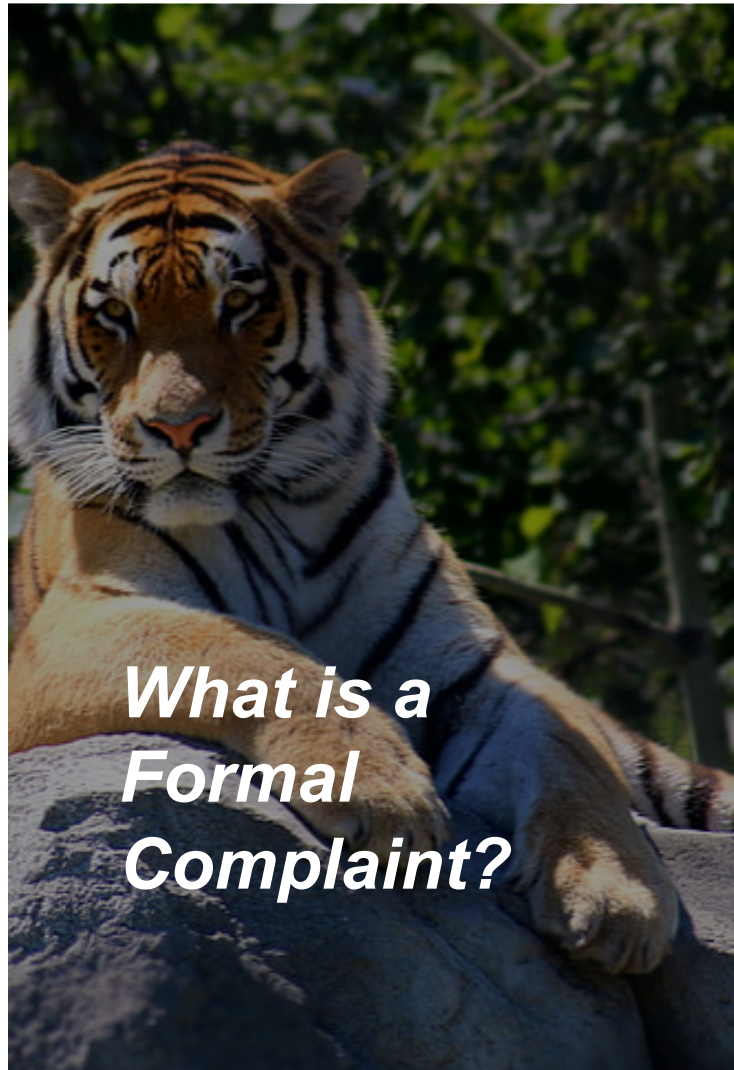
# ***Response to sex discrimination or sexual harassment***



Supportive Measures means non-disciplinary, non punitive individualized services offered as appropriate, as reasonably available, without fee or charge.

- ◆ Supportive Measures are offered to the complainant or respondent, before or after the filing of a formal complaint or where no formal complaint has been filed.
- ◆ Measures are designed to restore or preserve access to the recipient's education without unreasonable burdening the other party. This protects the safety of all parties educational environment.
- ◆ Counseling, course-related adjustments, modifications of work or class schedules and monitoring campus, increased security, restrictions on contact between both parties

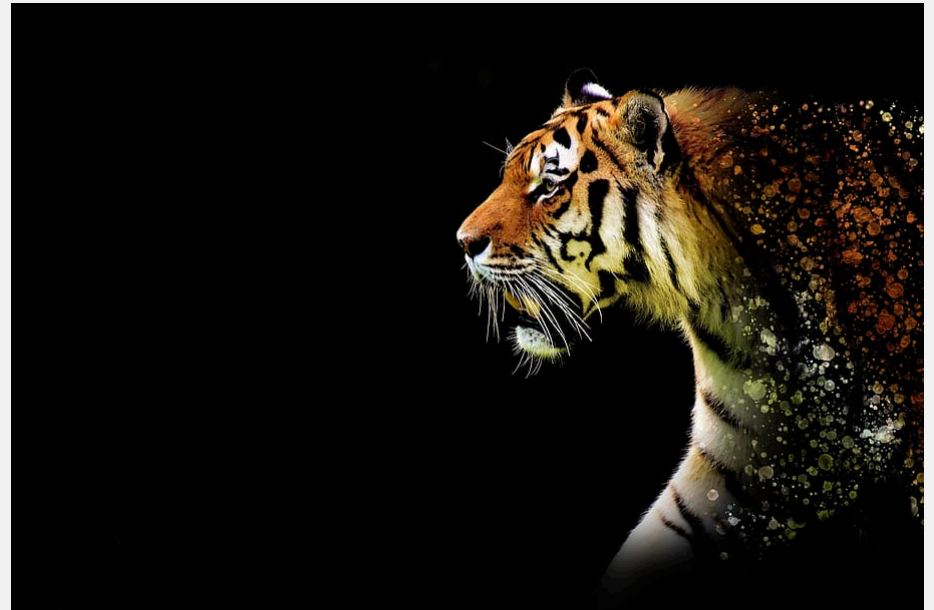




- Formal complaint means a document is filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the school investigate the allegation of sexual harassment.
- At the time of filing a formal complaint, a complainant must be participating in or attempting to participate in the education program or activity of the school with which the formal complaint is filed.

- ◆ In person
- ◆ Mail
- ◆ Telephone
- ◆ E-Mail
- ◆ Or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report.
- ◆ A complaint report can be made at any time including during non-business hours
- ◆ The District must respond to the complainant any time it has notice that the person is alleged to be the victim of conduct that could constitute sexual harassment. Regardless of whether the person themselves reported, or a third party reported the sexual harassment, and whether or not the complainant ever chooses to file a formal complaint.

## ***How do you file a complaint?***







*-Follow the Link*

*-Type in the Policy number from the NMSBA Policies*

[Board Policy A-0250 Nondiscrimination Equal Opportunity Board Policy](#)

[Board Policy A-0261 Nondiscrimination Equal Opportunity Regulation](#)

[Board Policy A-0281 Nondiscrimination Equal Opportunity Complaint Form](#)

[Board Policy A-0300 Nondiscrimination on the Basis of Sex](#)

[Board Policy A-0311 Nondiscrimination on the Basis of Sex Regulation](#)

[Board Policy A-0312 Nondiscrimination on the Basis of Sex Compliance Officer](#)

[Board Policy A-0331 Nondiscrimination on the Basis of Sex Grievance Form](#)

[Board Policy J-4381 Interscholastic Sports](#)

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