

## **EvCC3090: TITLE IX POLICY**

Original Date: February 28, 2014

Revision Date: August 14, 2020

Procedure Contact: Director of Equal Opportunity and Title IX Programs/ Title IX and EEO Coordinator

Everett Community College recognizes its responsibility to investigate, resolve, implement corrective measures, and monitor the educational environment and workplace to stop, remediate, and prevent discrimination on the basis of sex, as required by Title IX of the Educational Amendments of 1972, Title VII of the Civil Rights Act of 1964, the Violence Against Women Reauthorization Act, and Washington State's Law Against Discrimination, and their implementing regulations. To this end, Everett Community College has enacted and adopted the following Title IX Grievance Procedure for receiving and investigating Sexual Harassment allegations arising during education programs and activities. Any individual found responsible for violating Everett Community College's Title IX policy is subject to disciplinary action up to and including dismissal from the Everett Community College educational programs and activities and/or termination of employment.

Application of this Title IX Grievance Procedure is restricted to allegations of "Sexual Harassment," as that term is defined in 34 C.F.R. §106.30. Nothing in this procedure limits or otherwise restricts the Everett Community College's ability to investigate and pursue discipline based on alleged violations of other federal, state, and local laws, their implementing regulations, and other College policies prohibiting gender discrimination through processes set forth in the Everett Community College's code of student conduct, employment contracts, employee handbooks, and collective bargaining agreements.

Any employee, student, applicant, or visitor who believes that they have been the subject of Sexual Harassment should report the incident or incidents to Everett Community College's Title IX Coordinator identified below. If the complaint is against that Title IX Coordinator, the Complainant should report the matter to the President's office for referral to an alternate designee.

Title: Director of Equal Opportunity and Title IX Programs/Title IX and EEO Coordinator  
Office: Olympus 114  
Contact: [titleixcoordinator@everettcc.edu](mailto:titleixcoordinator@everettcc.edu) ; 425-388-9271

Individuals experiencing harassment or discrimination also have the right to file a formal grievance with government authorities:

### **U.S. Department of Education**

Office for Civil Rights-- Seattle Office  
915 Second Avenue Room 3310  
Seattle, WA 98174-1099  
Email: [OCR.Seattle@ed.gov](mailto:OCR.Seattle@ed.gov)  
Telephone: 206-607-1600

### **U.S. Department of Justice Civil Rights Division**

950 Pennsylvania Avenue, N.W.  
Educational Opportunities Section, PHB  
Washington, D.C. 20530  
Email: [education@usdoj.gov](mailto:education@usdoj.gov)  
Telephone: (202) 514-4092 or 1-877-292-3804 (toll-free)

In the event that an incident involves alleged misconduct by the Title IX Coordinator, reports should be made directly to the Vice President of Human Resources.

## **RELEVANT LAWS AND OTHER RELATED INFORMATION**

Title IX of the Educational Amendments of 1972

Section 504 of the Rehabilitation Act of 1973

Title VII of the Civil Rights Act of 1964

The Age Discrimination Act of 1975

RCW [49.60.030](#)

[Everett Community College Student Rights and Responsibilities](#)

[EvCC3100: Staff Relationships Policy](#)

[EvCC3100P: Staff Relationships Procedure](#)

[EvCC6160: Prohibited Student Conduct Policy](#)

[EvCC6020: Statement of Jurisdiction Policy](#)

[EvCC1050: Mandatory Reporting of Child Abuse](#)

[EvCC6550P: Sex Offender Procedure](#)

[EvCC3100: Staff Relationships Policy](#)

[EvCC3100P: Staff Relationships Procedure](#)

[EvCC6020: Statement of Jurisdiction Policy](#)

[EvCC3090P: Everett Community College Title IX Policy and Grievance Procedure](#)

[EvCC3091: Discrimination and Harassment Policy](#)

[EvCC3091P: Discrimination and Harassment Procedure](#)

[EvCC3090P: Title IX Procedure](#)

[EvCC3092P: Supplemental Title IX Employee Disciplinary Hearing Procedure](#)

## **REVISION HISTORY**

**Original Date:** February 28, 2014

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## **APPROVED BY**

President

Board of Trustees