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; 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
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
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