



Superintendent Policy
EX 4119.12
Personnel
September 20, 2024

NOTICE OF TITLE IX NONDISCRIMINATION

The Code of Federal Regulations, Title 34, Section 106.8 requires the Santa Cruz COE to issue the following notification to employees, job applicants, and employee organizations:

The Santa Cruz County Office of Education (Santa Cruz COE) does not discriminate on the basis of sex and prohibits sex discrimination, including sex-based harassment, 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 employment. The Santa Cruz COE also prohibits retaliation against any employee for filing a complaint or exercising any right granted under Title IX.

The Santa Cruz COE is required, as specified in Title IX, to 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 Santa Cruz COE's Title IX Coordinator, to the Assistant Secretary for Civil Rights of the U.S. Department of Education, or both.

The Santa Cruz COE has designated and authorized the following employee(s) as the Santa Cruz COE's Title IX Coordinator, to address concerns or inquiries regarding discrimination on the basis of sex, including sex-based harassment:

Troy Cope
Chief Human Resources Officer
400 Encinal Street
Santa Cruz, CA 95060
831-466-5751
tcope@santacruzce.org

Any individual may report sex discrimination, including sex-based 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 Santa Cruz COE business hours, reports may also be made in person. Upon receiving an allegation of sex discrimination, including sex-based harassment, the Title IX Coordinator will promptly notify the parties, in writing, of the applicable Santa Cruz COE complaint procedure.



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To view an electronic copy of the Santa Cruz COE's policies and administrative regulations on sex discrimination, including sex-based harassment, including the grievance process that complies with 34 CFR 106.45, please see Superintendent Policy 4219.11- Sex Discrimination and Sex-Based Harassment, and Administrative Regulation 4219.12- Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures on the Santa Cruz COE's website at <https://santacruzcoe.org>

To inspect or obtain a copy of the Santa Cruz COE's sex discrimination and sex-based harassment policies and administrative regulations, please contact:

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Materials used to train employees; the Title IX Coordinator; investigator(s), decisionmaker(s), and other person(s) who are responsible for implementing the Santa Cruz COE's grievance procedures or have the authority to modify or terminate supportive measures; and any person(s) who facilitates an informal resolution process, are available at the Santa Cruz COE office upon request.