



SUNFLOWER COUNTY CONSOLIDATED SCHOOL DISTRICT

Title IX Grievance- Investigation-Resolution Process

The Sunflower County Consolidated School District is required to respond to any allegations or complaints regarding discrimination of any type. Allegations based on sexual harassment or sexual discrimination can potentially result in a Title IX formal complaint. However, the first steps regarding such incidents are as follows:

- Report to a school official (all employees have an obligation to respond to such allegations that usually reach the building level lead administrator)
- The school must treat the complainant (alleged victim) and respondent (alleged perpetrator) equitably by offering supportive measures that attempt to respond to the report.
 - Supportive measures are not punitive or disciplinary in nature, but are designed to protect the safety and equal access to the educational program.
- At this point, the complainant can choose to proceed with the initial solution OR they can escalate the matter to a formal Title IX complaint.

Title IX Formal Complaint Process

A formal complaint launches a process whereby the school district will investigate the allegation.

1. A document (see Title IX complaint form) has to be filed and signed by the actual complainant and be submitted to the Title IX Coordinator. The Title IX Coordinator is the only other person who can file a formal complaint.
 - a. A formal complaint can be dismissed, but written notice must be given to the complainant.
 - b. At any time prior to reaching a determination, the institution may facilitate an informal resolution that does not require a full investigation and adjudication. This resolution must be agreed to by all parties in writing.
2. Upon receipt of a formal complaint, the Title IX Coordinator will provide written notice of the allegations to the known parties. The respondent is presumed not responsible until a determination is made at the conclusion of the grievance process.
3. Title IX Investigators will conduct an investigation that summarizes all relevant evidence. Parties must be notified in writing the date, time, location, participants, and purpose ahead of time in order to prepare.

4. After the investigation and prior to the completion of the investigative report, the investigator must submit the findings of the investigation in writing to all parties. The parties will have 10 days to submit a written response, which should be considered prior to completing the investigation report.
5. A Decisionmaker (Superintendent) must issue a written determination based on the evidence from the investigation. This determination will come after the Decisionmaker has given parties the opportunity to submit written questions that they want asked.
6. After a written determination is rendered to the parties, parties can be offered an appeal.
7. A written determination is rendered again to the parties.