

**Personnel**

E 4119.12 (a)

**TITLE IX SEXUAL HARASSMENT COMPLAINT PROCEDURES****NOTICE OF TITLE IX SEXUAL HARASSMENT POLICY**

The district shall not discriminate on the basis of sex 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 admission and employment. The district also prohibits retaliation against any employee for filing a complaint or exercising any right granted under Title IX.

The district shall 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 district's Title IX Coordinator, to the Assistant Secretary for Civil Rights of the U.S. Department of Education, or both.

The following employee serves as the district's Title IX Coordinator and is responsible for addressing concerns or inquiries regarding discrimination on the basis of sex, including sexual harassment:

Joe Schmidt, Assistant Superintendent, Human Resources  
500 Dyer Street, Orcutt, CA 93455  
(805) 9389-8909  
[jschmidt@orcutt-schools.net](mailto:jschmidt@orcutt-schools.net)

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

To view an electronic copy of the district's policies and administrative regulations on sexual harassment, including the grievance process that complies with 34 CFR 106.45, please see BP/AR 4119.11/4219.11/4319.11 - Sexual Harassment and Administrative Regulation 4119.12/4219.12/4319.12 - Title IX Sexual Harassment Complaint Procedures on the district's web site at [www.orcuttschools.net](http://www.orcuttschools.net)

To inspect or obtain a copy of the district's sexual harassment policies and administrative regulations, please contact: Superintendent's Office, 500 Dyer St., Orcutt, CA, 805-938-8907, Administrative Assistant, Superintendent.

Materials used to train the Title IX Coordinator, investigator(s), decisionmaker(s), and any person who facilitates an informal resolution process are also publicly available on the district's web site or at the district office upon request.

Adopted: 11/12/25

ORCUTT UNION SCHOOL DISTRICT  
Orcutt, California