

The Delaware Area Career Center does not discriminate on the basis of sex in its education program or activities, which include admission to and employment at DACC. All persons associated with DACC, including but not limited to, the Board, the administration, the staff and the students are expected to conduct themselves at all times, in accordance with federal and state law, in a manner to provide an atmosphere free from sexual harassment. Any person who engages in sexual harassment while acting as a member of the school community is in violation of DACC policies.

Federal regulations require specific processes when allegations of sexual discrimination may constitute sexual harassment under Title IX of the Education Amendments of 1972 ("Title IX violation"). This policy, along with its supporting regulation and exhibit, outlines the processes that DACC will use to address reports of Title IX violations. These processes include a grievance procedure, an informal resolution process and the use of supportive measures for both the complainant and the respondent. DACC's grievance procedure provides prompt and equitable resolution of student and employee complaints.

If at any point DACC determines that it does not have jurisdiction to address an alleged violation of Title IX, it will dismiss the complaint under this policy. Such a dismissal does not prevent DACC from investigating and addressing the conduct under its other policies, regulations and/or its Code of Conduct.

The definition of Sexual Harassment<sup>1</sup> under Title IX and for the purpose of this policy means conduct on the basis of sex that satisfies one or more of the following:

1. An employee of DACC requires a student to participate in unwelcome sexual conduct as a condition for the provision of an aid, benefit, or service of DACC (employee-to-student quid pro quo);
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to DACC's education program or activity (hostile environment sexual harassment);
3. Sexual assault, dating violence, domestic violence, or stalking.

The Board directs the superintendent to appoint a Title IX Coordinator who is vested with the authority and responsibility for overseeing the investigative process of all Title IX Sexual Harassment complaints in accordance with the procedures set forth in the accompanying regulation, exhibit and staff and student handbooks. The Board also authorizes the superintendent to appoint one or more Deputy Title IX Coordinators as needed to aid the Title IX Coordinator in fulfilling his/her duties.

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<sup>1</sup> Note that the definitions of sexual harassment in this Policy are different than under a Title VII analysis.

DACC has designated the following employee to coordinate its efforts to comply with Title IX. This individual is called the Title IX Coordinator. The Title IX Coordinator's information is below:

Thomas J. Marchetti  
Director of Personnel  
Delaware Area Career Center  
4565 Columbus Pike  
Delaware, OH 43015  
Phone: 740-201-3256  
Email:

CROSS REFS: Staff Handbooks, Student Handbook

LEGAL REFS: Title IX of the Education Amendments of 1972  
34 CFR Part 106  
20 U.S.C. 1092(f)(6)(A)(v)  
34 U.S.C. 12291(a)(10)  
34 U.S.C. 12291(a)(8)  
34 U.S.C. 12291(a)(30)