

## **Discrimination and Harassment Based On Sex Prohibited**

In accordance with Title IX of the Education Amendments Act of 1972, the Central Rivers AEA prohibits sex discrimination, including sexual harassment as defined by the regulations implementing Title IX (34 C.F.R. § 106.30), against any individual participating in any education program or activity of the Agency. This prohibition on discrimination applies to students, employees, and applicants for employment.

The Board authorizes the Chief Administrator to adopt procedures for any individual to report sexual harassment to the Agency's Title IX Coordinator, for the provision of supportive measures to anyone who has been subjected to sexual harassment whether or not they proceed with a formal complaint under those procedures, and for the investigation and resolution of such complaints, as required by Title IX. This Title IX grievance process shall be used to respond to all complaints of sexual harassment that fall within the scope of Title IX. For complaints of sexual harassment that do not fall within the scope of Title IX, the Agency may still offer supportive measures to the subject of such conduct and shall apply any other policy or procedure applicable to the alleged conduct.

Any individual with questions about the Agency's Title IX policy and procedures, or who would like to make a report or file a formal complaint of sex discrimination or sexual harassment may contact the Agency's designated Title IX Coordinator, Karl Kurt, Assistant Chief Administrator/Director of Human Resources, 1521 Technology Parkway, Cedar Falls, IA 50613 (319) 273-8200.

Retaliation against a person who made a report or complaint of sexual harassment, assisted, or participated in any manner in an investigation or resolution of a sexual harassment report or complaint is strictly prohibited. Retaliation includes threats, coercion, discrimination, intimidation, reprisals, and/or adverse actions related to employment or education. Any individual who believed they have been retaliated against in violation of this Policy should immediately contact the Agency's Title IX Coordinator.

Legal References: 20 U.S.C. § 1681 *et seq.*

34 C.F.R. § 106 *et seq.*

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Reviewed:10/01/2025