

CONEJO VALLEY UNIFIED SCHOOL DISTRICT

RESOLUTION #24/25-46

Addressing Title IX Investigations and Related Practices

WHEREAS, the safety and well-being of all students in the Conejo Valley Unified School District (CVUSD) are of paramount importance, and we are committed to creating a safe, inclusive, and supportive environment for every student; and

WHEREAS, the CVUSD Board of Education affirms its commitment to upholding the principles of fairness, due process, and non-discrimination under Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex, including sexual harassment and assault, in the district's educational programs and activities; and

WHEREAS, the CVUSD Board of Education continually seeks opportunities for clarifications and updates in our policies and processes to ensure that students are safe and supported at school; and

WHEREAS, students, as well as adults who support them, have expressed the need for improved reporting mechanisms, additional clarity as to the Title IX investigations process, staff training and resources, and age-appropriate instruction on sexual harassment, including consent; and

WHEREAS, CVUSD has made ongoing efforts to enhance training and awareness among staff and administrators, implement trauma-informed practices, and ensure that appropriate support systems are in place to address the needs of students; and

WHEREAS, the CVUSD Board of Education recognizes the importance of transparency, accountability, and community engagement in the ongoing implementation of Title IX investigations and related practices, while ensuring the privacy rights of all involved are protected, as appropriate, by federal and state laws; and

WHEREAS, when an accusation of a sexual assault occurs, the CVUSD explicitly advises students and their families of their right to report the incident to the local police department to ensure that law enforcement can conduct an investigation and provide additional support; and

NOW, THEREFORE, BE IT RESOLVED, the CVUSD Board of Education reaffirms its commitment to the principles outlined in Title IX, ensuring that all students are provided with a safe, respectful, and non-discriminatory educational experience, and to ensure the district's process continues to align with all applicable laws, and resolve as follows:

1. **Recitals:** That the foregoing recitals are true and correct, and the Governing Board so finds and determines:

2. **Commitment to Action:** On April 16, 2025, the district has heard concerns raised and shall continue its review of Title IX policies, specifically addressing any potential areas where the application of due process, reporting mechanisms, and trauma-informed practices can be clarified. (current/ongoing)
3. **District Staff Presentation to Board of Education:** On May 7, 2025, the district and legal counsel specializing in Title IX law shall provide an overview of current Title IX training, policies, and practices, including complaint intake procedures, supportive measures, emergency removal, impartiality, and conflict of interest considerations.
4. **Student/Staff Voice and Community Input:** During Spring and Fall 2025, the district will reflect on the anecdotes shared by students and will continue to solicit perspectives from the following groups: SDAC, ASB/ASG, student clubs, club advisors, school leadership team, School Site Council, school Wellness team, and school Administration-Counselor team, as well as a review of our annual LCAP survey that suggests specific updates to policies, practices, and concerns.
5. **Board Oversight and Accountability:** By December 2025, the CVUSD Board of Education shall review progress made in the above actions and consider staff recommendations based on feedback from Title IX experts. While the board is not directly involved in the appeal process, it remains committed to prioritizing student concerns and input while ensuring the district's process is compliant with applicable state and federal laws.
6. **Employee Training on Professional Boundaries:** Beginning in Fall, 2024, the district implemented mandatory training for all employees on Professional Standards and Maintaining Appropriate Adult-Student Interactions in alignment with Board Policy 4119.21/4219.21/4319.21 and Board Policy 4119.24/4219.24/4319.24. Along with explicit guidance on maintaining the highest professional and ethical standards in interactions with students both within and outside the educational setting, beginning in Fall, 2025, a particular focus on directing students who may be the victims of sexual harassment to trained school counselors and mental health professionals shall be included.
7. **Ongoing Community Engagement:** During Spring and Fall 2025, will engage in ongoing and additional efforts to educate students, parents/guardians, and staff about the importance of reporting and addressing sexual harassment in all forms. This will include promoting educational programs and materials, such as updated posters, and communication through platforms like Classlink and WeTip.
8. **Promotion of Education Surrounding Sexual Misconduct:** During Spring and Fall 2025, the district will initiate new student education through events and activities aimed at increasing awareness and providing students with the knowledge and tools to prevent, intervene, and respond to misconduct. The district will collaborate with external experts and organizations that address prevention, consent, intervention, and support and education aimed at high school students, including trauma-informed care considerations.

9. **Partnering with Third Party Organizations:** During Fall 2025, the district will explore the use of external resources to provide services and input for enhancing the overall Title IX investigation process and promoting education.

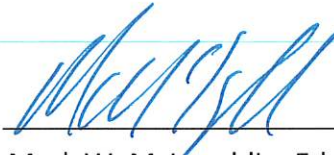
BE IT FURTHER RESOLVED, that the CVUSD Board of Education, in accordance with its duties, will uphold the requirements of Title IX and work diligently to foster trust, and ensure all students can thrive in a safe and supportive environment free from discrimination and/or harassment on the basis of sex.

PASSED AND ADOPTED by the CVUSD Board of Education on this 4th day of June, 2025, by the following vote:

5 Ayes 0 Noes 0 Absent



Bill Gorback, Clerk, Board of Education



Mark W. McLaughlin, Ed.D., Superintendent
and Secretary to the Board

