

Resolution on Addressing Sexual Harassment Policies and Procedures that Protect All Members of SMCCCD

Whereas, sexual harassment, discrimination, and assault exists on our campuses, compromising safety and impeding teaching, learning, and engagement in professional activities of students, faculty, staff, and administrators of our college communities. It is essential to create an institutional environment that consistently fosters awareness of sexual discrimination and harassment; updated policies, procedures, reporting practices; and safety, advocacy, support, and process for redressing complaints;

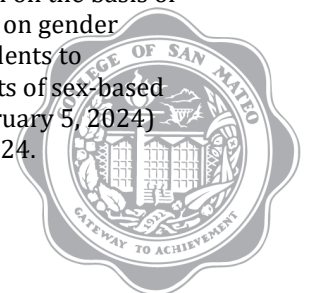
Whereas, the limited transparency, accessibility, and distribution of information regarding Title IX rights and resources on our campuses and websites inhibits the effectiveness of Title IX and the rights, safety, and well-being of all faculty, staff, administrators, and students. Title IX information is not consistently required on course syllabi and is not clearly identifiable on WebSmart and Canvas, and the campuses and District policies such as student field trips and name change which rely exclusively on assigned sex-based categorizations do not give adequate protections to LGBTQ+ students;

Whereas, Title IX of the Education Amendments Act of 1972 is a federal law that prohibits sex discrimination in educational programs and activities receiving federal financial assistance, and supported by various laws that followed to protect all students¹;

Whereas, there is no District level committee or council specifically tasked with sex-based discriminations comparable to the Anti-Racism Council, while [San Mateo Community College District Strategic Plan](#) outlines equity, social justice and completion as one of the prioritized goals of the District;

Be it resolved, that San Mateo Community College District faculty, staff, students, and administrators recognize the importance of Title IX compliance and commits to promoting awareness and education about Title IX rights and resources;

¹ The [U.S. Department of Education](#) office of civil rights clarified that it will enforce Title IX's extensions to prohibit discrimination based on gender and sexual identities, prohibition on discrimination on the basis of sex to include: (1) discrimination based on sexual orientation; and (2) discrimination based on gender identity. In addition, SB493 has passed and been implemented to reinforce the rights of students to educational experiences free from sexual harassment and to advocacy in the case of incidents of sex-based discrimination, violence and harassment. Most recently, Assembly Bill 2407 (Hart as of February 5, 2024) "Sexual Harassment Complaints" received a supportive vote from ASCCC plenary in April 2024.



Be it further resolved, that the SMCCCD local and District Senates work in conjunction with the District Office to ensure

- The establishment of an Anti-Sexism council, parallel to the Anti-Racism council, tasked with the planning and education around gender-based harassment on campuses;
- All employees and students receive training appropriate to the academic environment, using the most updated higher-education specific Title IX training materials. The training materials should be tailored for each group to highlight the most relevant information, emphasizing what constitutes a Title IX violation, the process of reporting and investigation, and supportive measures. The training shall address the types of harassment involving administrators, classified professionals, faculty, students, and members of the public
- Each campus has an inclusive Title IX team consisting of diverse race, gender, and sexuality, and make the existence of this team visible to all students, such as publishing the membership on the website.
- The student enrollment process and mandatory orientation includes awareness of Title IX policies, procedures and resources as well as education around the District's intolerance of sex and gender-based harassment.
- The course registration process for students incorporates an acknowledgement of and agreement to the student conduct policies, including but not limited to the Title IX regulations.
- Each campus provides updated signage with information regarding Title IX policy, reporting procedures, supportive measures, and contact information for assistance in all public spaces, including but not limited to libraries, cafeterias, tutoring centers, restrooms, bulletin boards, etc.
- SMCCCD will create, on each college campus, a safe space with a fully funded dedicated personnel ready to offer students information, resources, and support around Title IX related incidents and issues.

Be it further resolved, that, beginning in Fall 2024, all faculty include in course policies an explanation about Title IX and its key aspects. Possible information and the mode of delivery shall include;

- Syllabi language that explains a brief overview of Title IX and its relevance to the academic community, and a statement that prohibits sex-based discrimination, sexual harassment, and sexual violence.
- Information on how to report incidents of sexual discrimination, harassment, or violence by contacting the Title IX Coordinator and other relevant support services.
- Who the mandatory reporters are, and who are exempt from the reporting responsibility.



- The roles and obligations of faculty and staff who are mandatory reporters.
- A Canvas module containing Title IX resources.

Be it further resolved, that the SMCCCD Senates urge the District to educate students, faculty, staff and administrators that LGBTQ+ students are protected by Title IX and the district creates local procedures that take into consideration the needs of LGBTQ+ students in:

- The student travel policies and accommodation procedures to be based on students' identified gender
- Preferred name change policies published in an accessible place that specifies how to request a change, and what the consequences of the change are
- LGBTQ+ dedicated counseling and reporting resources

Signed,
The Academic Senate of College of San Mateo

Approved by majority vote May 14, 2024

