

In accordance with Title IX of the Education Amendments Act of 1972, the Cedar Falls Community School District 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 District. This prohibition on discrimination applies to students, employees, and applicants for employment. The Board authorizes the Superintendent to adopt procedures for any individual to report sex discrimination or sexual harassment, and for the investigation and resolution of such complaints.

Any individual with questions about the District'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 District's designated Equity Coordinators:

Equity Coordinator: Students

Ms. Tara Estep, Executive Director of Enrichment and Special Programs

Cedar Falls Community School District

1002 West First Street

Cedar Falls, IA 50613

Phone: 319-553-3000

Email: tara.estep@cfschools.org

Equity Coordinator: Staff

Dr. Adrian Talbot, Executive Director of Human Resources

Cedar Falls Community School District

1002 West First Street

Cedar Falls, IA 50613

Phone: 319-553-3000

Email: Adrian.talbot@cfschools.org

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 a District Equity Coordinator.

Date of Adoption: August 10, 2020