

## Policy Development Committee Minutes

**DATE:** August 24, 2020

**PRESENT:** Melinda Fagundus, Caroline W. Doherty, Tracy Everette-Lenz, Amy Cole, Worth Forbes joined via ZOOM at 10:37 A.M.

**ATTORNEY:** Emma Hodson

**TIME:** 10:32 A.M.

**PLACE:** Carolina Room, The Kathy Taft Center

Melinda Fagundus, Policy Committee Chair, called the Policy Development Committee meeting to order at 10:32 A.M.

Ms. Hodson informed the Committee that on May 6, 2020, the US Department of Education issued final regulations regarding Title IX sexual harassment/ assault claims. The regulations replaced previous regulatory guidance and set new rules on how PCS must handle formal complaints of sexual harassment. The regulations also imposed new notice, training, and record-keeping requirements. Because the PCS existing policy packed several overlapping areas into one policy, multiple policies are now recommended.

### Rescind Policy: 1710/4021/7230: Prohibition Against Discrimination, Harassment, And Bullying

Ms. Hodson recommended to the Committee that Policy 1710/4021/7230 be rescinded due to new policies covering the same information more thoroughly. The committee members agreed to present a recommendation to rescind this policy to the full Board at the September 14, 2020, Board meeting.

### Rescind Policy: 1720/4015/7225: Discrimination, Harassment, And Bullying Complaint Procedure

Due to the reasons above, Ms. Hodson advised the committee members that Policy 1720/4015/7225 needed to be rescinded as well. The committee members agreed to present a recommendation to rescind this policy to the full Board at the September 14, 2020, Board meeting.

### New Policy: 1710/4020/7230: Discrimination And Harassment Prohibited By Federal Law

Ms. Hodson advised the Committee that proposed new Policy 1710/4020/7230 splits out the Board's existing policy on discrimination & harassment prohibited by federal law & re-establishes the Board's existing investigation process/ formal complaint process. After some discussion, the committee members agreed to present this proposed policy to the full Board for 1st reading at the September 14, 2020, Board meeting.

New Policy: 1720/4030/7235: Title IX Nondiscrimination on the Basis of Sex

Ms. Hodson and the Policy Committee reviewed proposed new Policy 1720/4030/7235 which specifically prohibits discrimination on the basis of sex. The new policy clarifies that there are two separate processes for investigating allegations of discrimination on the basis of sex and allegations of sexual harassment (which is a form of discrimination on the basis of sex). After review, the committee members agreed to present this proposed policy to the full Board for 1st reading at the September 14, 2020, Board meeting.

New Policy: 1725/4035/7236: Title IX Sexual Harassment – Prohibited Conduct and Reporting Process

Ms. Hodson and the Policy Committee reviewed proposed new Policy 1725/4035/7236, which defines sexual harassment and sets out procedures required by the new regulations. Ms. Hodson also shared limits to the policy. After review, the committee members agreed to present this proposed policy to the full Board for 1st reading at the September 14, 2020, Board meeting.

New Policy: 1726/4036/7237: Title IX Sexual Harassment Grievance Process

Ms. Hodson and the Policy Committee reviewed proposed new Policy 1726/4036/7237, which establishes a formal grievance process for sexual harassment claims based on the new regulations. After some discussion, the committee members agreed to present this proposed policy to the full Board for 1st reading at the September 14, 2020, Board meeting.

New Policy: 4329/7311: Bullying and Harassing Behavior Prohibited

Ms. Hodson and the Policy Committee reviewed proposed new Policy 4329/7311, which covers the Board's existing prohibition on bullying and harassing behavior under state law and clarifies the reporting and investigative process. After review, the committee members agreed to present this proposed policy to the full Board for 1st reading at the September 14, 2020, Board meeting.

New Policy: 7232: Discrimination and Harassment in the Workplace

Ms. Hodson and the Policy Committee reviewed proposed new Policy 7232 which specifically explains and carves out specific legal standards related to employment discrimination and harassment. After review, the committee members agreed to present this proposed policy to the full Board for 1st reading at the September 14, 2020, Board meeting.

Revised Policy: 1730/4022/7231: Nondiscrimination on the Basis of Disabilities

Ms. Hodson and the Policy Committee reviewed proposed amendments to policy 1730/4022/7231, which are intended to bring the policy in line with the changes driven by the new Title IX regulations. After review of the policy, the committee members agreed to present the proposed amendments to this policy to the full Board for 1st reading at the September 14, 2020, Board meeting.

Revised Policy: 4040/7310: Staff-Student Relations

Ms. Hodson and the Policy Committee reviewed the proposed amendments to Policy 4040/7310, which are intended to bring the policy in line with the changes driven by the new Title IX regulations. After review, the committee members agreed to present the proposed amendments to this policy to the full Board for 1st reading at the September 14, 2020, Board meeting.

Revised Policy: 4331: Assaults, and Threats and Harassment

Ms. Hodson and the Policy Committee reviewed the proposed amendments to Policy 4331, which are intended to bring the policy in line with the changes driven by the new Title IX regulations. After some discussion, the committee members agreed to present the proposed amendments to this policy to the full Board for 1st reading at the September 14, 2020, Board meeting.

Revised Policy: 4340: School-Level Investigations

Ms. Hodson and the Policy Committee reviewed the amendments to Policy 4340, which are intended to bring the policy in line with the changes driven by the new Title IX regulations. After some discussion, the committee members agreed to present the proposed amendments to this policy to the full Board for 1st reading at the September 14, 2020, Board meeting.

Chair Fagundus did not schedule the next policy committee meeting due to no additional policies being ready for review.

With no further discussion needed, Chair Fagundus adjourned the meeting at 11:18 A.M.

Respectfully Submitted,

---

Melinda Fagundus, Chair

Carol Rankin, meeting recorder