

Eugene School District 4J

Code: JBA/GBN-AR(3)
Adopted: 8/01/21
Revised/Readopted: 3/18/24

Student Notice of Rights – Sexual Harassment Complaints

Students’/Students’ Parents Rights

- The right to attend district schools and activities free from any sexual harassment.
- The right to file a complaint pursuant to district policy [JBA/GBN Sexual Harassment](#) when a student feels they have been the victim of sexual harassment.
- The right to a fair, adequate, and impartial investigation.
- The right to be notified when the investigation is concluded and as to whether a violation of the policy was found to have occurred, to the extent allowable under state and federal confidentiality laws.

Complaint Process

Any student who has knowledge of conduct in violation of the district’s sexual harassment policy or feels they are a victim of sexual harassment is strongly encouraged to immediately report their concerns to the school administrator, or to a teacher, counselor, or school nurse, who will promptly notify the school administrator or appropriate district official. Students may also:

- Report concerns to the Title IX Coordinator, Doug Gouge, at 541-790-7671 or titleixcoordinator@4j.lane.edu.
- Use the formal sexual harassment complaint form available from the Title IX Coordinator.

The investigation will be completed within thirty (30) days from receipt of the complaint, unless impracticable. Once the investigation is complete, the person who initiated the complaint and the person reported will be notified in writing of the outcome. See district administrative regulation JBA/GBN-AR(1) for a full description of the complaint procedure under Oregon law and JBA/GBN-AR(2) for a description of Title IX complaint procedures.

No Retaliation

The initiation of a good faith complaint about behavior that may violate the district’s policy against sexual harassment may not adversely affect the educational assignments or educational environment of a student complainant, or any terms or conditions of employment or work environment of an employee complainant, or any terms or conditions of employment or of work or educational environment of a third-party complainant. There shall be no retaliation against any person who, in good faith, reports, files a complaint, or otherwise participates in an investigation or inquiry of sexual harassment.

Confidentiality Rights

The district will keep information related to sexual harassment complaints as confidential as is allowable under the law. The district will only release sexual harassment complaint information to individuals with a right or need to know in order to provide supportive measures, investigate the complaint, take corrective action or otherwise carry out the purposes of the district’s policy and applicable laws prohibiting sexual

harassment, and to comply with the law, including due process rights for the accused. Please direct questions to the Title IX Coordinator.

Reports Involving Drug and Alcohol Use

Students who report and participate in a sexual harassment investigation may not be disciplined for violations of the district's drug and alcohol policies that occurred in connection with the reported harassment and that were discovered as a result of harassment report or investigation, unless the student gave another person alcohol or drugs without the person's knowledge and with the intent of causing the person to become incapacitated and vulnerable to the harassment.

School and District Resources

Every 4J school is staffed with counselors who can advise and support students experiencing difficulties, including helping them connect with community partners and making referrals. Every 4J school is also staffed with a school nurse who can provide health-related services and referrals. Students in need of academic support should contact the school principal.

Students living in the 4J school district who need confidential medical or mental health services may access a student-based health center staffed by Peace Health medical providers. These providers may not share a patient's protected health information with 4J staff members without the explicit written permission of the student's parent or eligible student.

[Churchill Health Center](#) | 541-790-5227
1850 Bailey Hill Road, Eugene

[North Eugene Health Center](#) | 541-790-4445
200 Silver Lane, Eugene

Other Resources

In addition to district supports, individuals may seek assistance from local, state, and national organizations. Please see the list of organizations and their contact information below:

- [Centro Latino Americano](#) | 541-687-2667: Individual, family, and crisis counseling from bilingual and bicultural providers.
- [Looking Glass Youth & Family Support](#) | 541-686-2688: Counseling and support for children and teens experiencing difficulties.
- [Ophelia's Place](#) | 541-284-4333: Nonprofit organization dedicated to helping girls ages 10-18 make healthy life choices through empowerment, education, and support.
- [Sexual Assault Support Services](#) | 541-484-9792: Free and confidential advocacy and support services to survivors of sexual violence, and their families, 24 hours a day.
- [White Bird Clinic](#) | 541-342-8255: Free, 24-hour crisis intervention services, as well as mental health information and referral.

These procedures do not prevent the right of any person to make direct complaints related to educational programs and services to the Oregon Dept. of Education (ODE) or the US Dept. of Education, Office of Civil Rights. Complaints related to sexual harassment may only be filed with ODE after exhausting the district's internal complaint procedure, or 90 days, whichever comes first.

Civil and criminal remedies not provided by the district may be available through the legal system. The right to pursue other legal remedies may be subject to statutes of limitation.