



STATE CENTER
COMMUNITY COLLEGE DISTRICT

2020-2025

**UNLAWFUL
DISCRIMINATION &
TITLE IX ANNUAL
REPORT**



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INTRODUCTION

State Center Community College District's Department of Human Resources is responsible for leading the effort to prevent and respond to all allegations of discrimination, sexual harassment, and sexual assault. By creating an environment free of illegal discrimination, the Department of Human Resources supports the District's diversity, equity, inclusivity, and accessibility efforts.

State Center Community College District is committed to providing a safe and welcoming environment for all members of its community. District policy prohibits students, coworkers, supervisors, managers, and third parties with whom an employee or student comes into contact with during the course of their employment or academic pursuits from engaging in harassment, discrimination, or retaliation. Every individual, regardless of race, gender, sexual orientation, or background, is entitled to a climate free from discrimination.

Title IX of the Education Amendments of 1972 prohibits sex-based discrimination, which includes sexual harassment or any acts of sexual misconduct, in any school or other education program that receives funding from the federal government. Title IX requires the District, upon becoming aware of any alleged incident of sexual misconduct or potential sexual misconduct, to respond appropriately to protect and maintain the safety of the District's community, including students, faculty, and classified professionals. The District's Policy on sexual misconduct prohibits all forms of sexual misconduct, including sexual harassment, sexual assault, dating violence, domestic violence, stalking, and related claims of retaliation. The goal of this policy is to ensure that students, faculty, and staff can thrive on campus in an environment of respect and empowerment. The Human Resources department promotes and monitors compliance with Title IX and the District's response to allegations of sexual misconduct. This office houses the District's Title IX Coordinator and the District's Title IX Investigators. This office also liaises with the Title IX Coordinators at Clovis Community College, Fresno City College, Madera Community College, and Reedley College. Once the District is aware of an alleged incident of sexual misconduct, the Department of Human Resources works to eliminate the harassment, prevent its recurrence, and address its effects.

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Investigator

District Human Resources collaborates with and supports the College Title IX Coordinators who are responsible for overseeing compliance with Title IX including the response to alleged incidents of sexual misconduct involving student vs. student or student vs. 3rd parties and ensuring the safety of individuals and the campus community. District Human Resources handles any complaints involving an employee as the complainant or respondent.

Fresno City College

Gladdey Donsanouphit
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OVERVIEW AND GOAL OF THIS REPORT

The Human Resources department monitors trends and patterns across the District to proactively prevent and address incidents of unlawful discrimination and retaliation. Individuals who experience discrimination, harassment, or retaliation in the workplace or educational setting should report these incidents directly to the Human Resources department.

The goal of this report is to promote transparency regarding the prevalence of unlawful discrimination and sexual misconduct reported by our community members and the cases adjudicated through the District's formal processes.

This report shares aggregated data and information regarding:

- alleged incidents of unlawful discrimination reported to District Human Resources
- alleged incidents of sexual misconduct reported to District Human Resources cases investigated and resolved through District Human Resources
- demographic information for Complainants and Respondents
- an overview of recent enhancements involving the District's ongoing work in preventing and responding to sexual misconduct

The Human Resources department provides critical information to educate the District community on the widespread impact of unlawful discrimination and sexual misconduct. This information also reinforces the availability of comprehensive resources designed to support and respond to needs across our offices, classrooms, and educational programs. By identifying trends, the District strengthens its outreach and education efforts to proactively prevent discrimination and foster a safe, inclusive, and welcoming environment for everyone in the SCCCDC community.

POLICIES

Relevant District policies and procedures:

- Administrative Regulation 3410 – Nondiscrimination
- Administrative Regulation 3430 – Prohibition of Harassment
- Administrative Regulation 3433(a) – Prohibition of Sexual Harassment Under Title IX
- Administrative Regulation 3433(b) – Prohibition of Sexual Harassment Under Title IX
- Administrative Regulation 3434(a) – Responding to Harassment Based on Sex Under Title IX
- Administrative Regulation 3434(b) – Responding to Harassment Based on Sex Under Title IX
- Administrative Regulation 3435 – Discrimination, Harassment, Retaliation, and Sexual Misconduct Complaints and Investigations
- Board Policy 3410 – Nondiscrimination
- Board Policy 3430 – Prohibition of Harassment
- Board Policy 3433(a) – Prohibition of Sexual Harassment Under Title IX
- Board Policy 3433(b) – Prohibition of Sexual Harassment Under Title IX

TITLE IX JURISDICTION

For a formal complaint to proceed under the Title IX process under the 2020 regulations, the conduct must meet the following jurisdictional requirements:

- The conduct took place in the United States;
- The conduct took place in a District “education program or activity.” This includes locations, events, or circumstances over which the District exercised substantial control over both the Respondent and the context in which the harassment occurred, including on-campus property and buildings the District owns or controls, or student organizations officially recognized by the District;
- The conduct meets the definition of Title IX “sexual harassment.”

If a formal complaint does not meet these jurisdictional requirements, it *must* be dismissed as a Title IX complaint. If a formal complaint is dismissed, the Title IX Coordinator has the discretion to determine if the complaint should be investigated as a potential violation of another District policy.

If a Title IX complaint is dismissed under Title IX for not meeting Title IX jurisdictional requirements, the complaint can still be investigated as a potential violation of a different Board Policy or Administrative Regulations. Because determining whether a complaint meets the Title IX threshold can take time, some cases may initially be classified under both Title IX and unlawful harassment. During this period, investigations proceed in accordance with Title IX procedures.

Notes Regarding this Report

- Reedley College is the only College in the District that currently has on-campus student housing.
- Depending on when a complaint is submitted, incidents reported in a fiscal year

may not be resolved until the following fiscal year and are reported as pending on the charts.

- The District has been using the Maxient case management system to receive complaints of Unlawful Discrimination and potential Title IX incidents since February 2020. The system is also used by the Colleges to log and manage Title IX cases. Unlawful Discrimination complaints may be submitted using the online form located on the District's EEO website (<https://www.scccd.edu/about/diversity-equal-employment-opportunity-and-non-discrimination.html>).
- Title IX complaints may be submitted by using the online forms located on the District and College Title IX websites.
 - District Office <https://www.scccd.edu/about/title-ix/index.html>
 - Fresno City College <https://www.fresnocitycollege.edu/about/title-ix/index.html>
 - Reedley College <https://www.reedleycollege.edu/about/title-ix.html>
 - Clovis Community College <https://www.cloviscollege.edu/about/title-ix/index.html>
 - Madera Community College <https://www.maderacollege.edu/about/title-ix/index.html>

INCIDENTS REPORTED UNLAWFUL EMPLOYMENT DISCRIMINATION (NON-TITLE IX)

The District saw a significant decrease in Unlawful Discrimination and Title IX complaints beginning in March 2020, likely due to the COVID-19 pandemic. When students and staff returned on-site, cases increased.

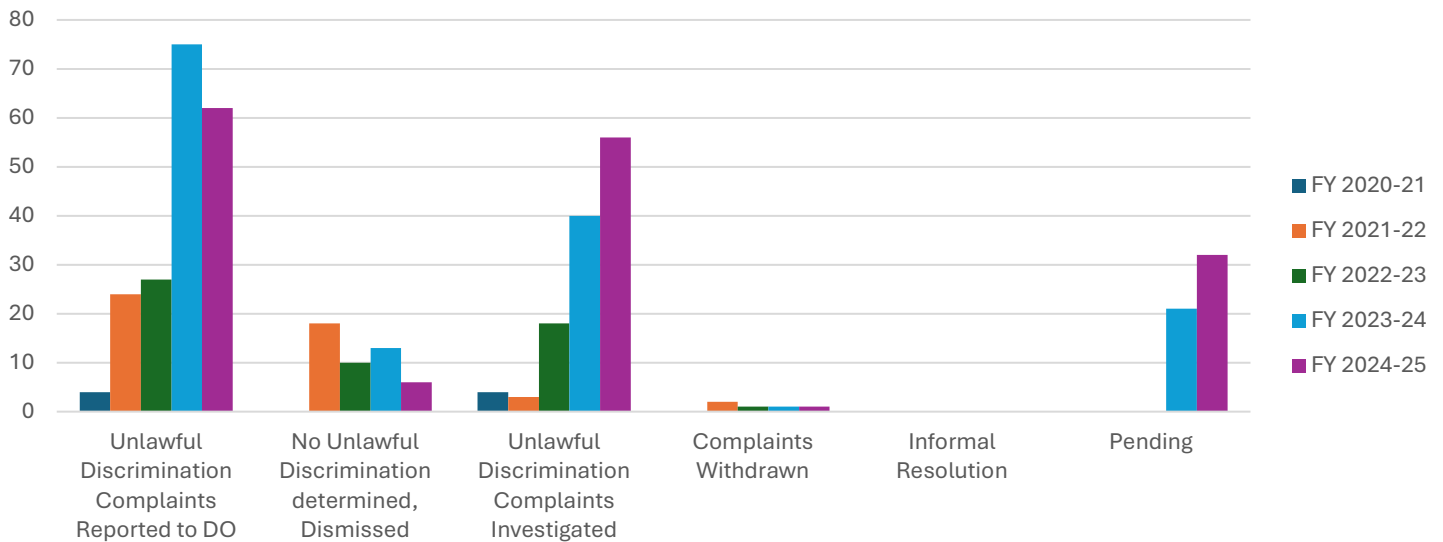
On April 19, 2024, the Biden Administration released the 2024 Title IX Final Rule, introducing significant changes to Title IX regulations. These updates included expanded definitions of sex-based discrimination, revised jurisdictional guidelines, and increased flexibility in the hearing process. The new regulations were scheduled to take effect on August 1, 2024. Following their release, the 2024 Regulations faced multiple legal challenges. On July 2, 2024, the Kansas Federal Court issued a preliminary injunction blocking enforcement of the regulations at institutions affiliated with the groups that filed the legal challenge. Among those specifically named were Fresno City College, Reedley College, and Clovis Community College, which were prohibited from implementing the 2024 Regulations. As a result, these colleges continued to enforce the 2020 Title IX Regulations for all Title IX matters. In contrast, Madera Community College and the District Office were not included in the injunction and were permitted to proceed under the 2024 Regulations.

On January 9, 2025, the 2024 Regulations were vacated by court judgment. The court ruled that the Final Rule violated the First Amendment and the Spending Clause of the U.S. Constitution. It also determined that the rule exceeded the U.S. Department of Education's

authority under Title IX of the Education Amendments of 1972, which traditionally prohibited discrimination based solely on biological sex. Additionally, the court found the rule to be vague, overbroad, and arbitrary. As a result of this ruling, all institutions reverted to enforcing the 2020 Title IX Regulations.

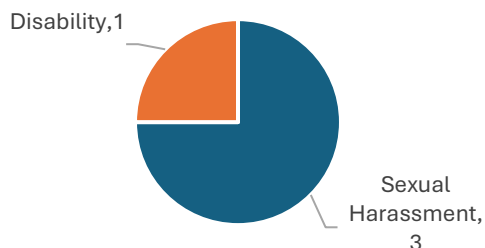
YEAR	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
Unlawful Discrimination Complaints Reported to DO	4	24	27	75	62
No Unlawful Discrimination determined, Dismissed	0	18	10	13	6
Unlawful Discrimination Complaints Investigated	4	3	18	40	56
Complaints Withdrawn	0	2	1	1	1
Informal Resolution	0	0	0	0	0
Pending	0	0	0	21	32

Unlawful Employment Discrimination

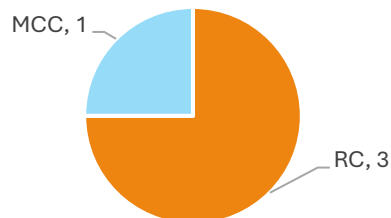


FY 2020-21 Unlawful Employment Discrimination Demographic Information

INCIDENT TYPE*

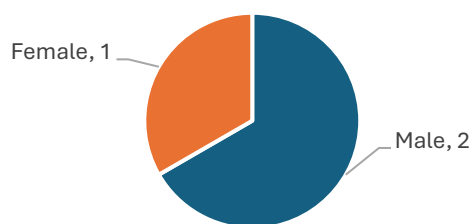


INCIDENT LOCATION

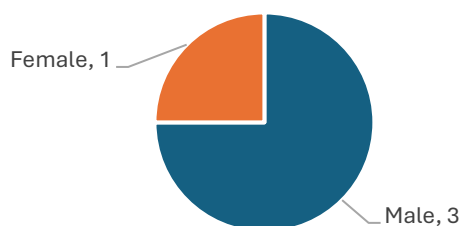


*Some complaints contain more than 1 incident type, therefore the # of complainants/respondents may not match # of incidents

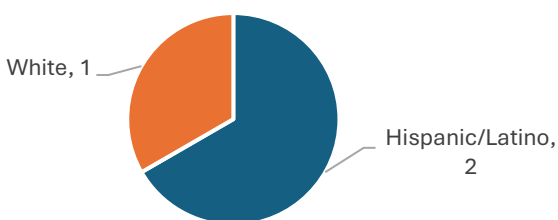
RESPONDENT GENDER



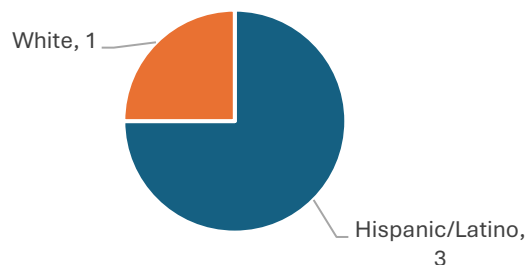
COMPLAINANT GENDER



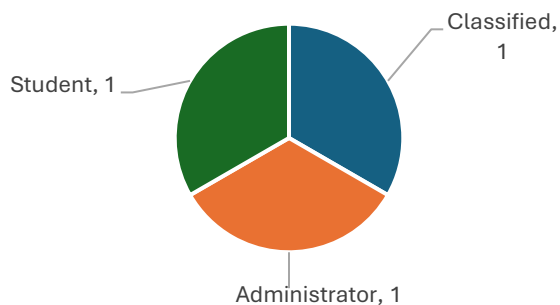
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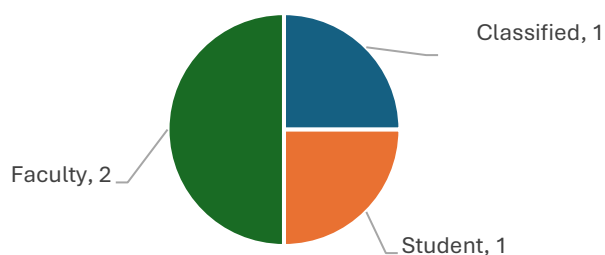
COMPLAINANT RACE



RESPONDENT CLASSIFICATION

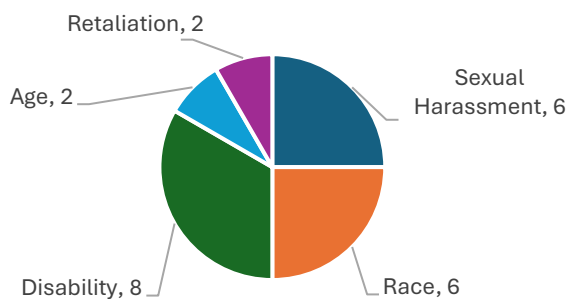


COMPLAINANT CLASSIFICATION

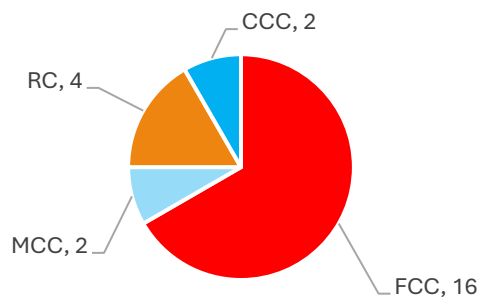


FY 2021-22 Unlawful Employment Discrimination Demographic Information

INCIDENT TYPE*

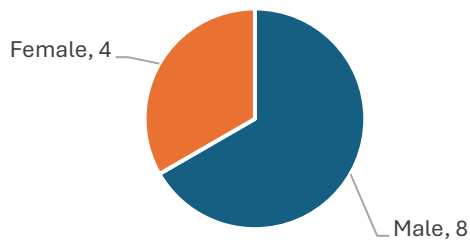


INCIDENT LOCATION

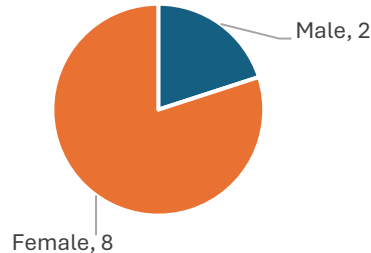


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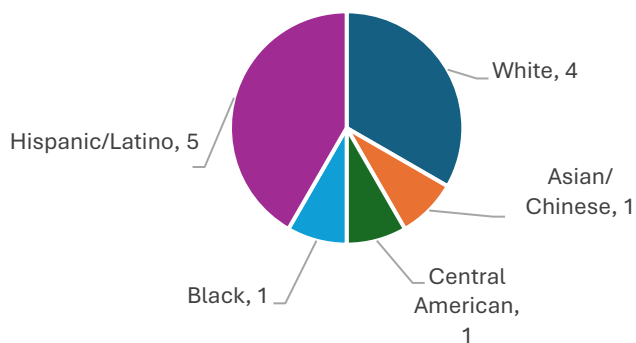
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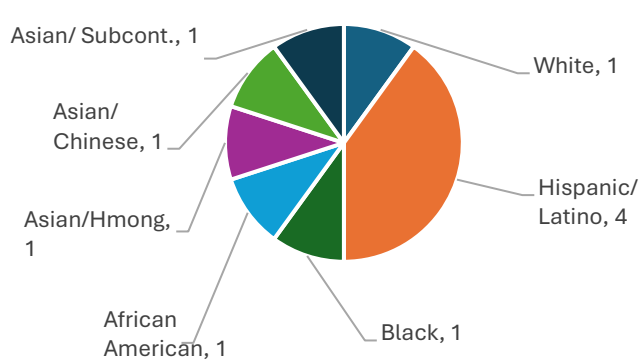
COMPLAINANT GENDER



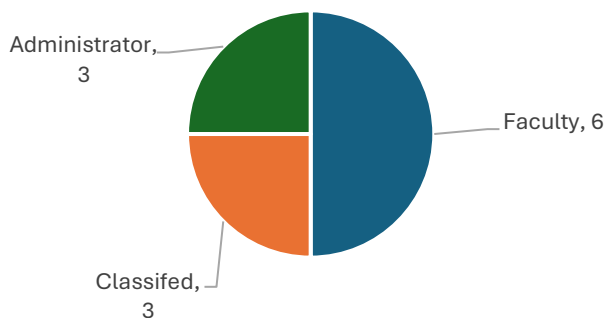
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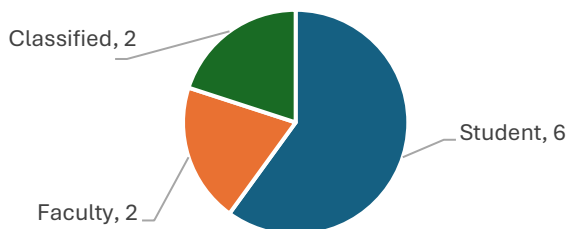
COMPLAINANT RACE



RESPONDENT CLASSIFICATION

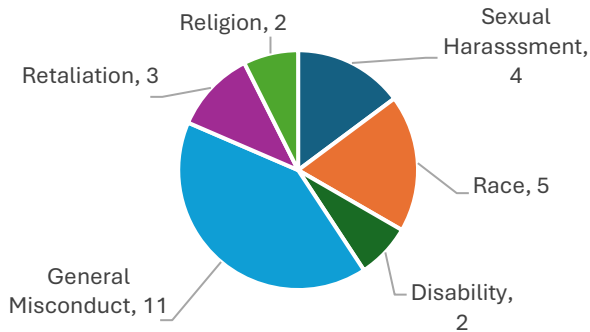


COMPLAINANT CLASSIFICATION

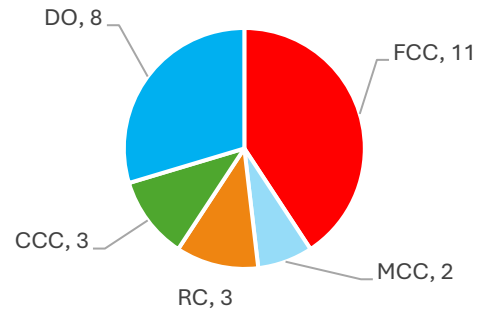


FY 2022-23 Unlawful Employment Discrimination Demographic Information

INCIDENT TYPE*

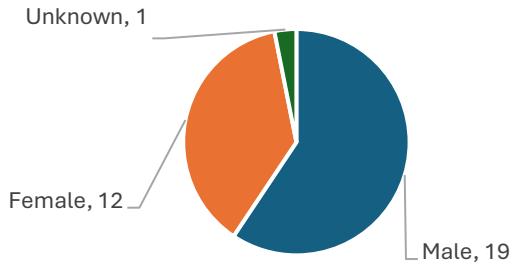


INCIDENT LOCATION

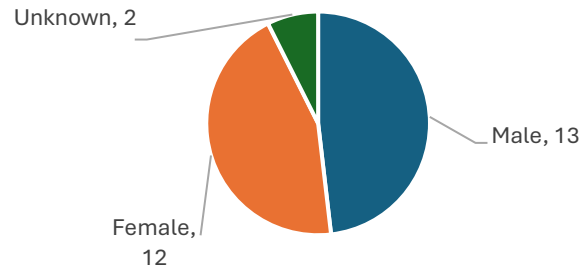


*Some complaints contain more than 1 incident type, therefore the # of complainants/respondents may not match # of incidents

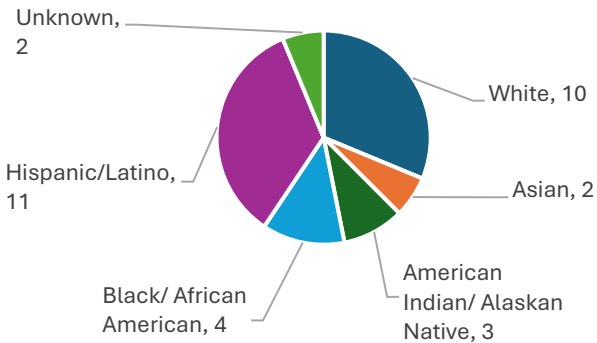
RESPONDENT GENDER



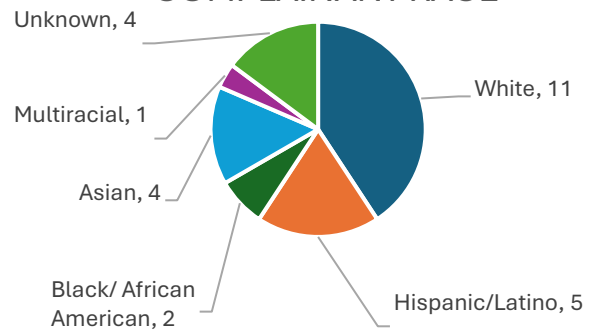
COMPLAINANT GENDER



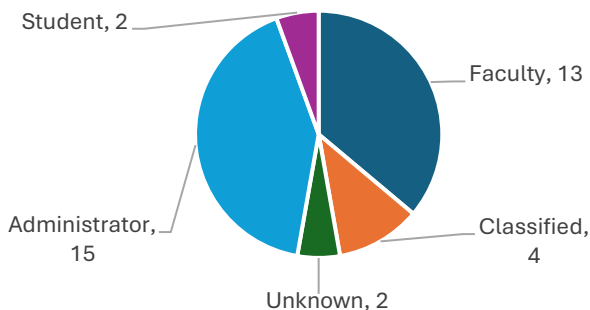
RESPONDENT RACE



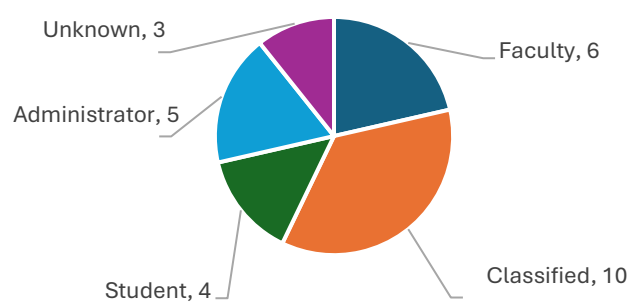
COMPLAINANT RACE



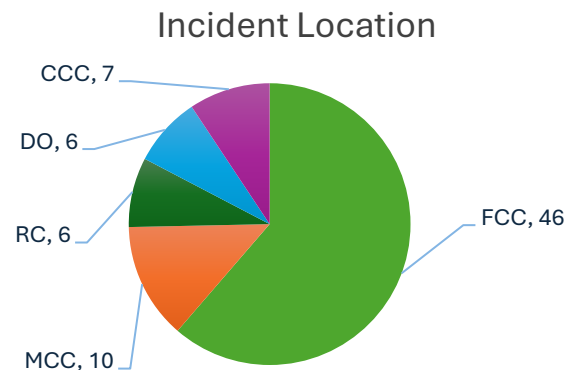
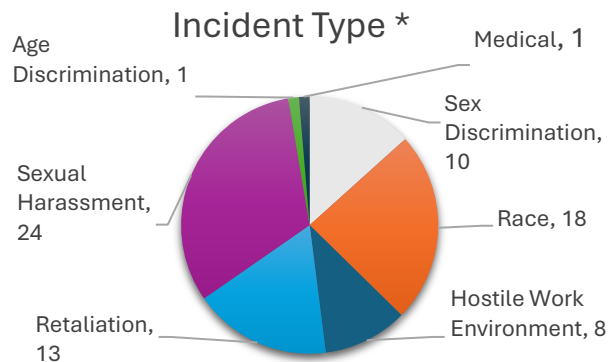
RESPONDENT CLASSIFICATION



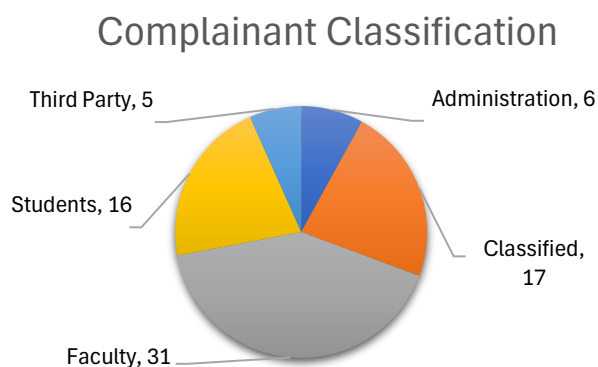
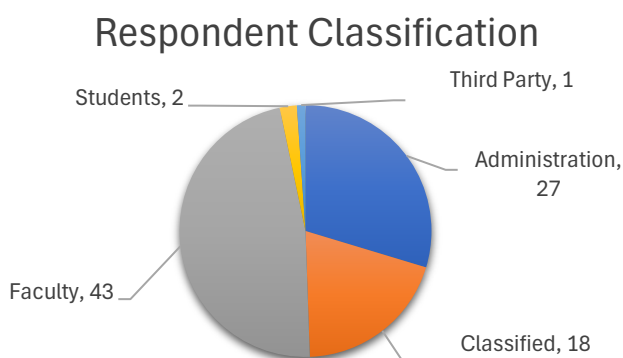
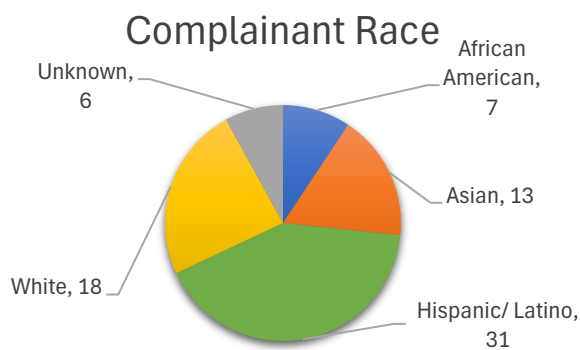
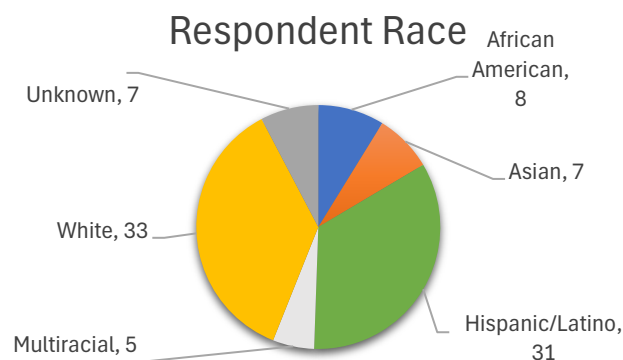
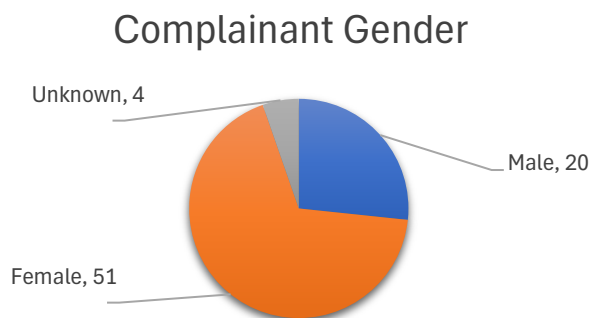
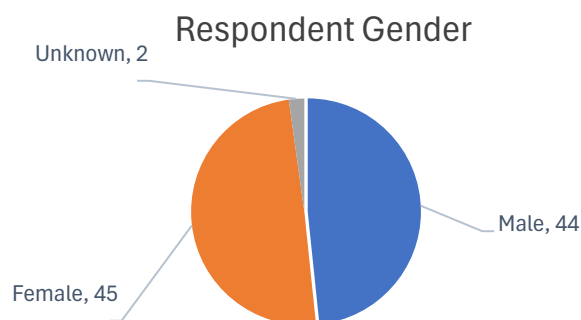
COMPLAINANT CLASSIFICATION



FY 2023-24 Unlawful Employment Discrimination Demographic Information

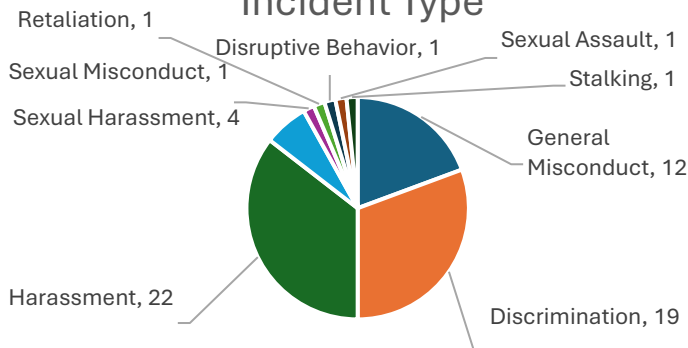


*Some complaints contain more than 1 incident type, therefore the # of complainants/respondents may not match # of incidents

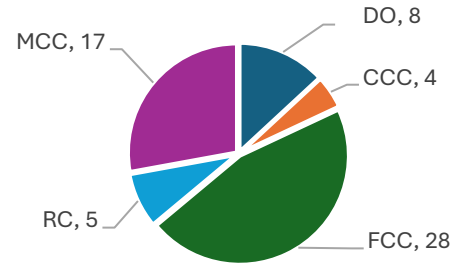


FY 2024-25 Unlawful Employment Discrimination Demographic Information

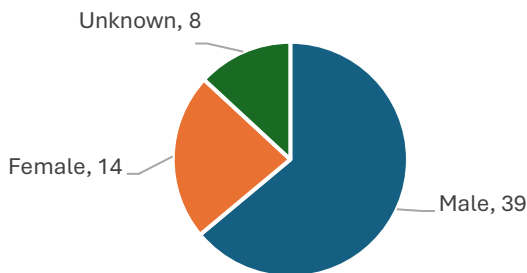
Incident Type



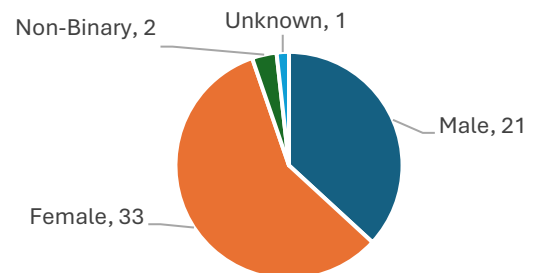
Incident Location



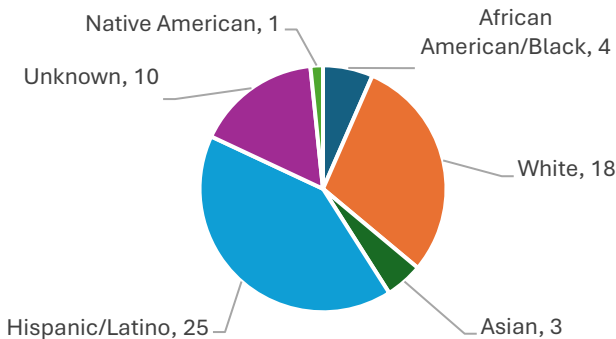
Respondent Gender



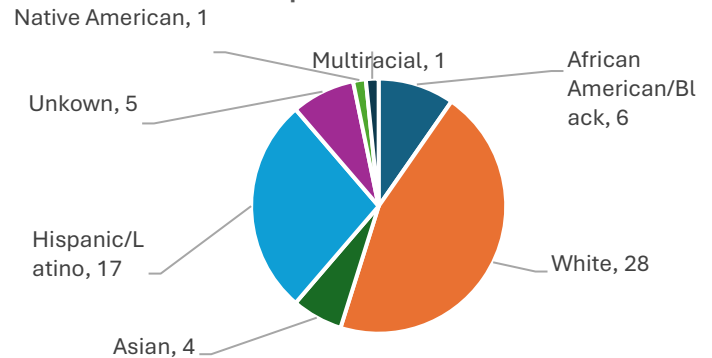
Complainant Gender



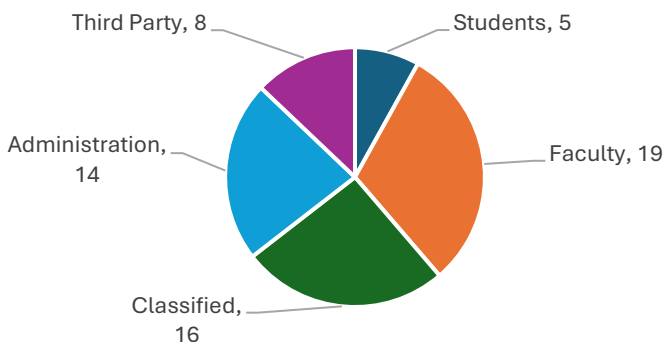
Respondent Race



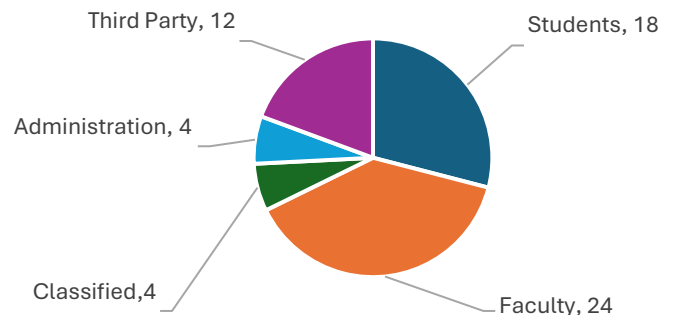
Complainant Race



Respondent Classification



Complainant Classification



INCIDENTS REPORTED – TITLE IX (DISTRICTWIDE-EMPLOYEE COMPLAINANT/RESPONDENT)

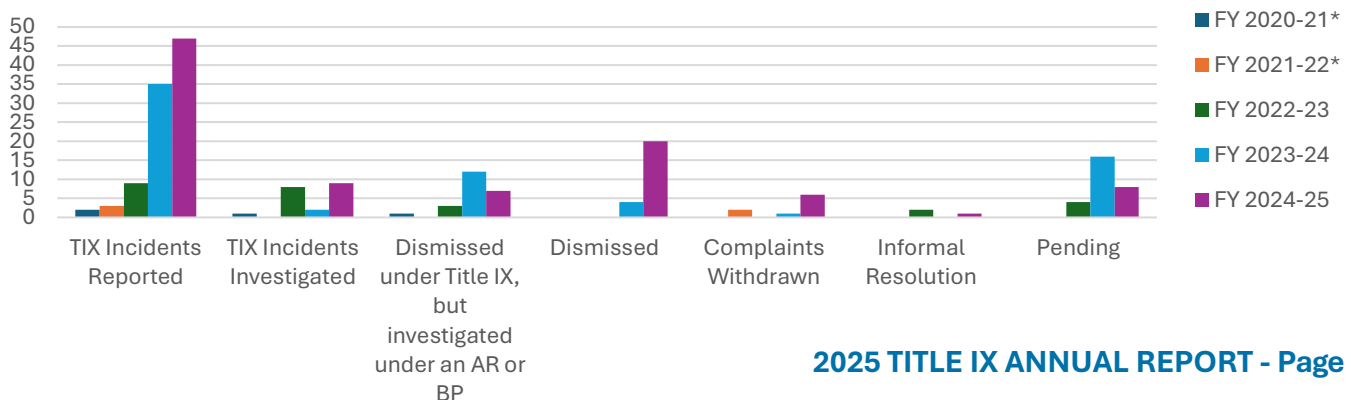
The District’s Title IX Coordinator actively monitors trends and patterns to identify and address incidents of sexual misconduct across the district. Individuals who experience sexual misconduct are expected to report it so they can access the full range of available resources and support. To support this effort, the District designates all employees—except in limited circumstances—as mandatory reporters. When sexual misconduct is disclosed, employees must report the information to the Title IX Coordinator so appropriate action and support can be provided.

When a report of sexual misconduct is made to the District’s Title IX Coordinator, the Coordinator meets with the impacted individual(s) to review available resources and options. Supportive measures—tailored to each situation—may be offered to help maintain access to educational and employment environments. These measures are designed to reduce barriers, promote safety, and support continued participation in District programs and activities. Examples may include access to medical care, counseling, crisis support, safety planning, and options to pursue a formal complaint through the District and/or law enforcement. A report to the Department of Human Resources does not constitute a formal complaint under the District’s adjudication process. Filing a formal complaint is one option available to a Complainant, but it is neither required nor automatic.

YEAR	FY 2020-21*	FY 2021-22*	FY 2022-23	FY 2023-24	FY 2024-25
TIX Incidents Reported	2	3	9	35	47
TIX Incidents Investigated	1	0	8	2	9
Dismissed under Title IX, but investigated under an AR or BP	1	0	3	12	7
Dismissed	0	0	0	4	20
Complaints Withdrawn	0	2	0	1	6
Informal Resolution	0	0	2	0	1
Pending	0	0	4	16	8

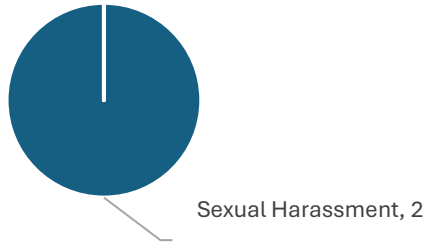
*Note: In August 2020, the Department of Education changed the definition of Title IX. Many complaints that would have previously been classified as Title IX are now being classified as Unlawful Discrimination – Sexual Harassment. These complaints are included in the Unlawful Discrimination data.

Title IX Complaint

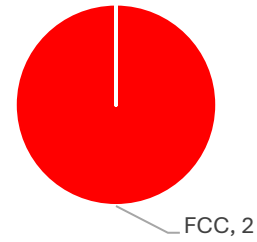


FY 2020-21 – Districtwide (Employee) TIX Incident Demographic Information

INCIDENT TYPE*



INCIDENT LOCATION

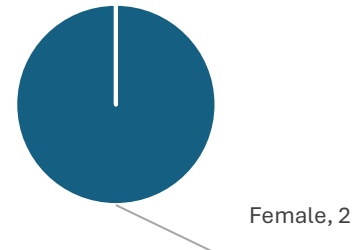


*Some complaints contain more than 1 incident type, therefore the # of complainants/respondents may not match # of incidents

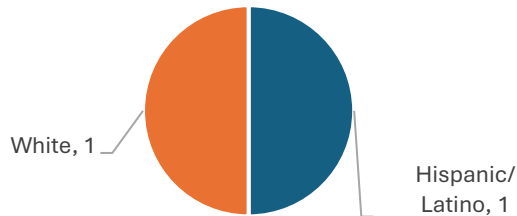
RESPONDENT GENDER



COMPLAINANT GENDER



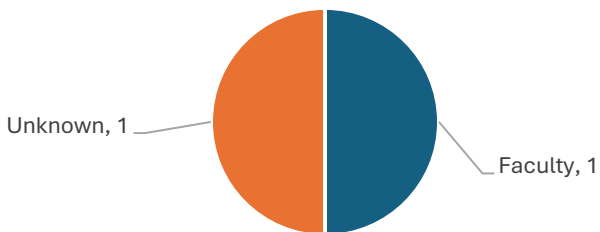
RESPONDENT RACE



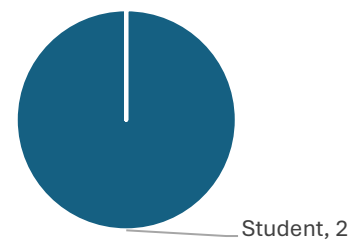
COMPLAINANT RACE



RESPONDENT CLASSIFICATION

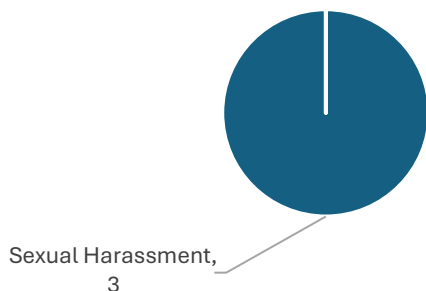


COMPLAINANT CLASSIFICATION

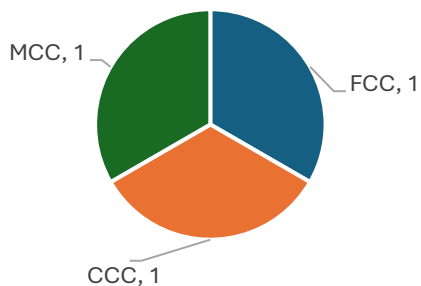


FY 2021-22 – Districtwide (Employee) TIX Incident Demographic Information

INCIDENT TYPE*

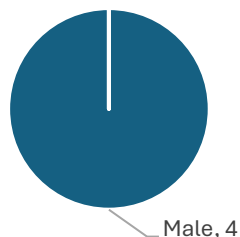


INCIDENT LOCATION

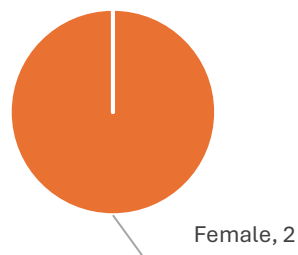


*Some complaints contain more than 1 incident type, therefore the # of complainants/respondents may not match # of incidents

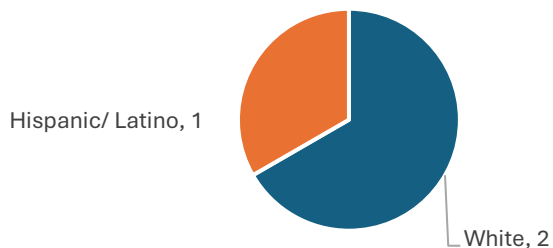
RESPONDENT GENDER



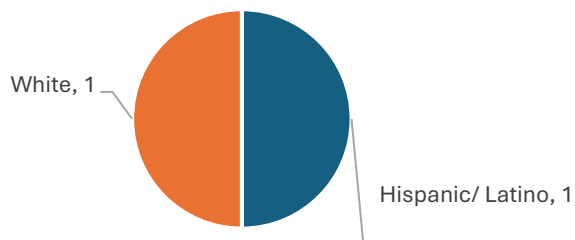
COMPLAINANT GENDER



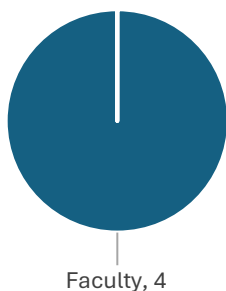
RESPONDENT RACE



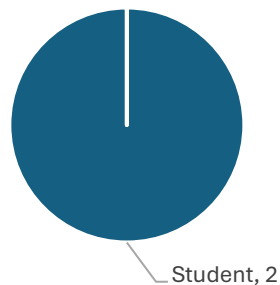
COMPLAINANT RACE



RESPONDENT CLASSIFICATION

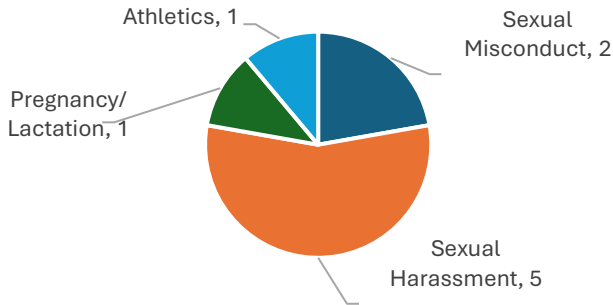


COMPLAINANT CLASSIFICATION

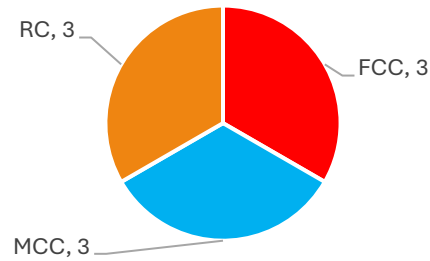


FY 2022-23 – Districtwide (Employee) TIX Incident Demographic Information

INCIDENT TYPE*

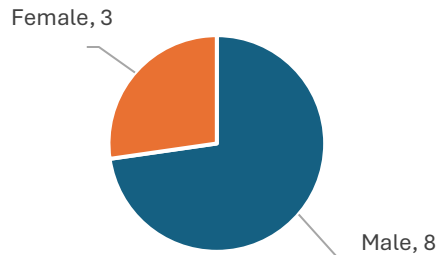


INCIDENT LOCATION

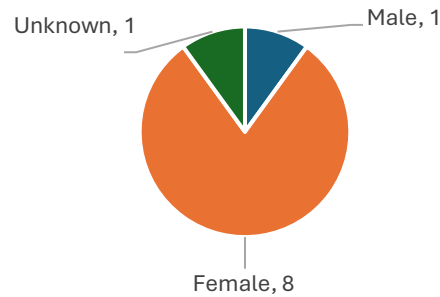


*Some complaints contain more than 1 incident type, therefore the # of complainants/respondents may not match # of incidents

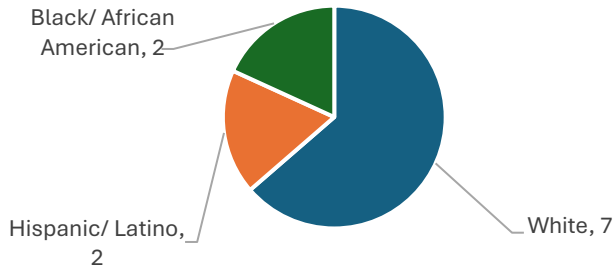
RESPONDENT GENDER



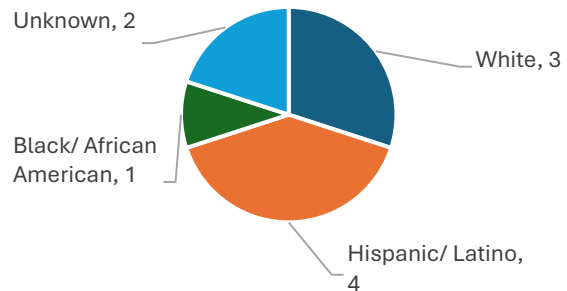
COMPLAINANT GENDER



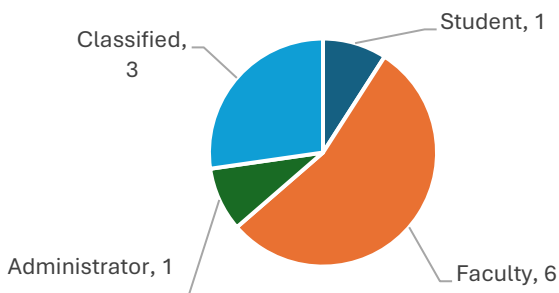
RESPONDENT RACE



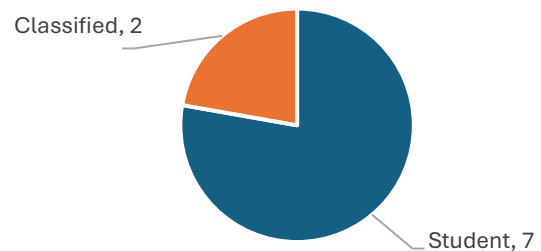
COMPLAINANT RACE



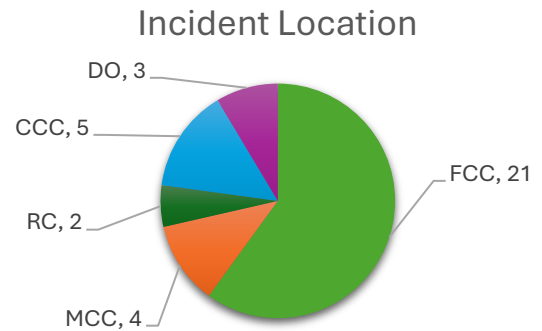
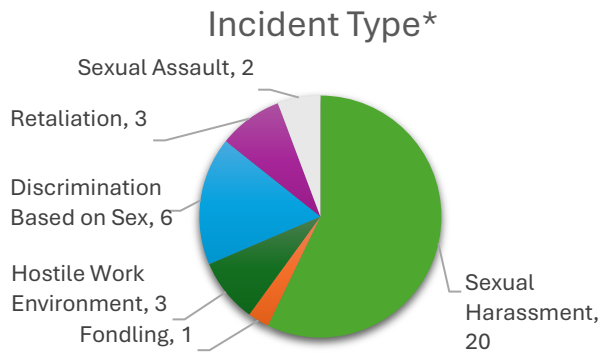
RESPONDENT CLASSIFICATION



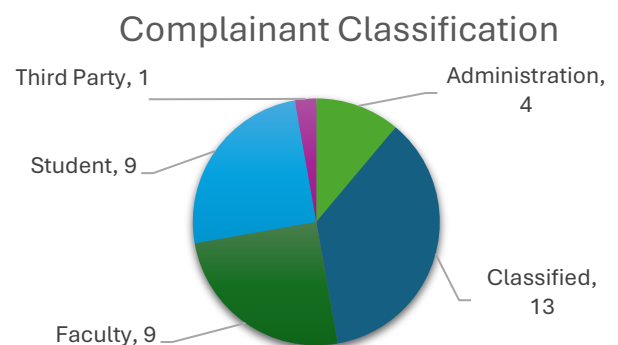
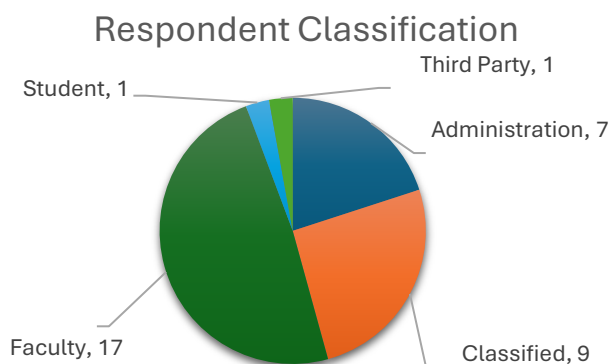
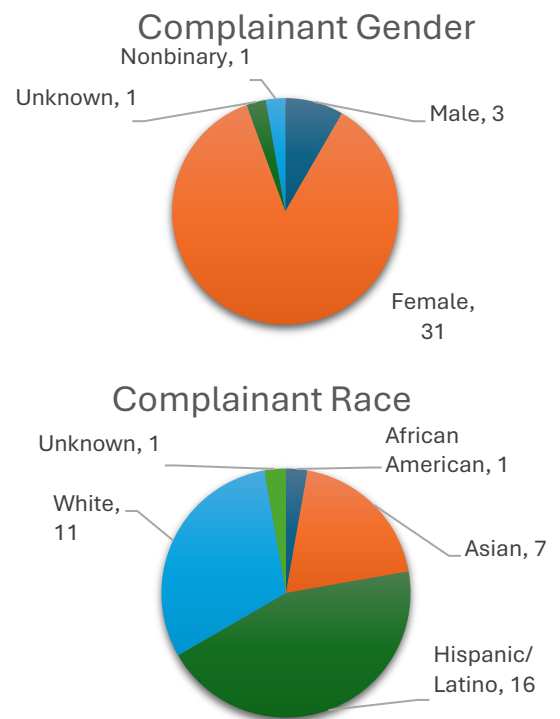
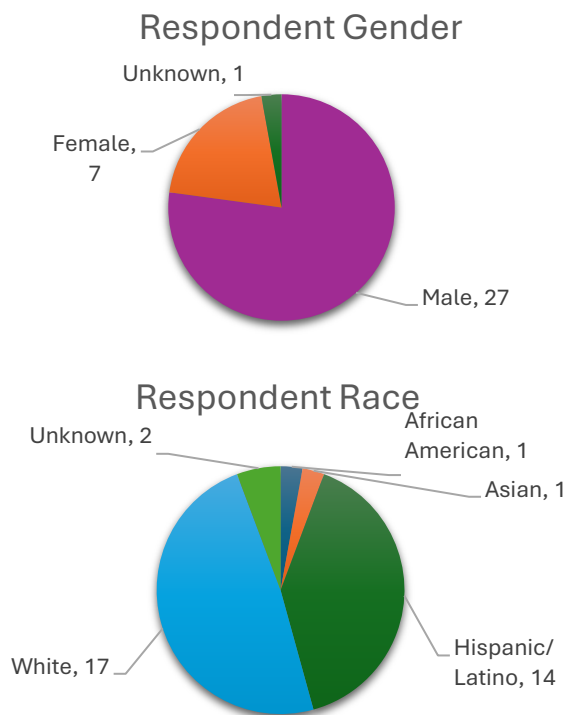
COMPLAINANT CLASSIFICATION



FY 2023-24 – Districtwide (Employee) TIX Incident Demographic Information

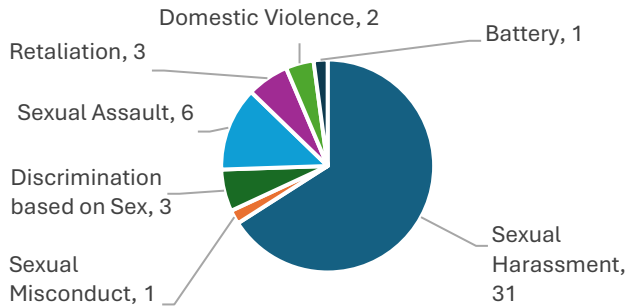


*Some complaints contain more than 1 incident type, therefore the # of complainants/respondents may not match # of incidents

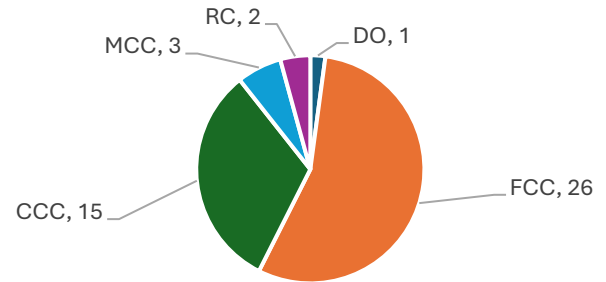


FY 2024-25 – Districtwide (Employee) TIX Incident Demographic Information

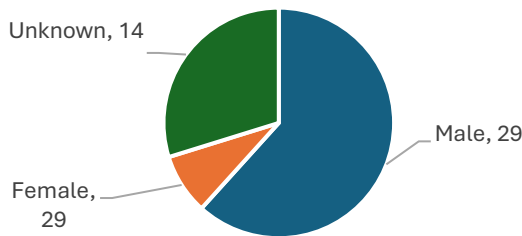
Incident Type



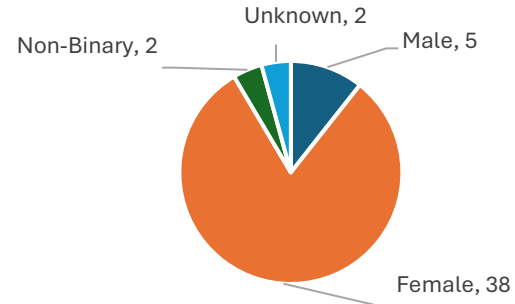
Incident Location



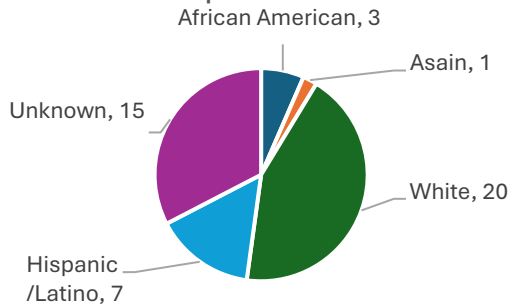
Respondent Gender



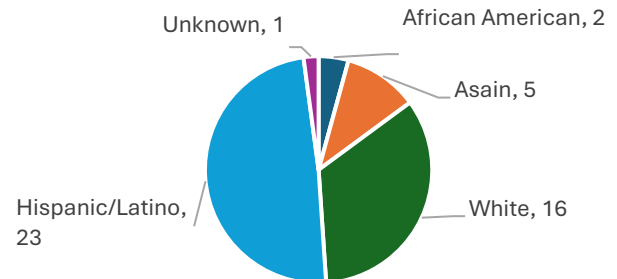
Complainant Gender



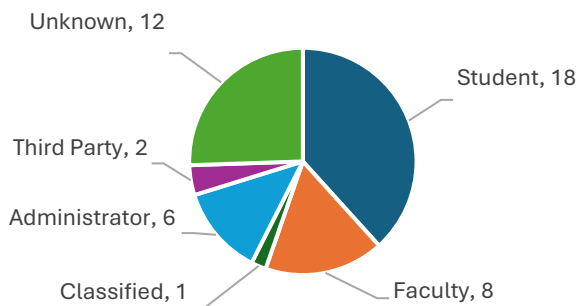
Respondent Race



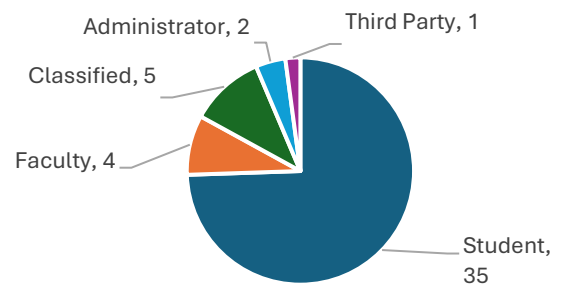
Complainant Race



Respondent Classification



Complainant Classification



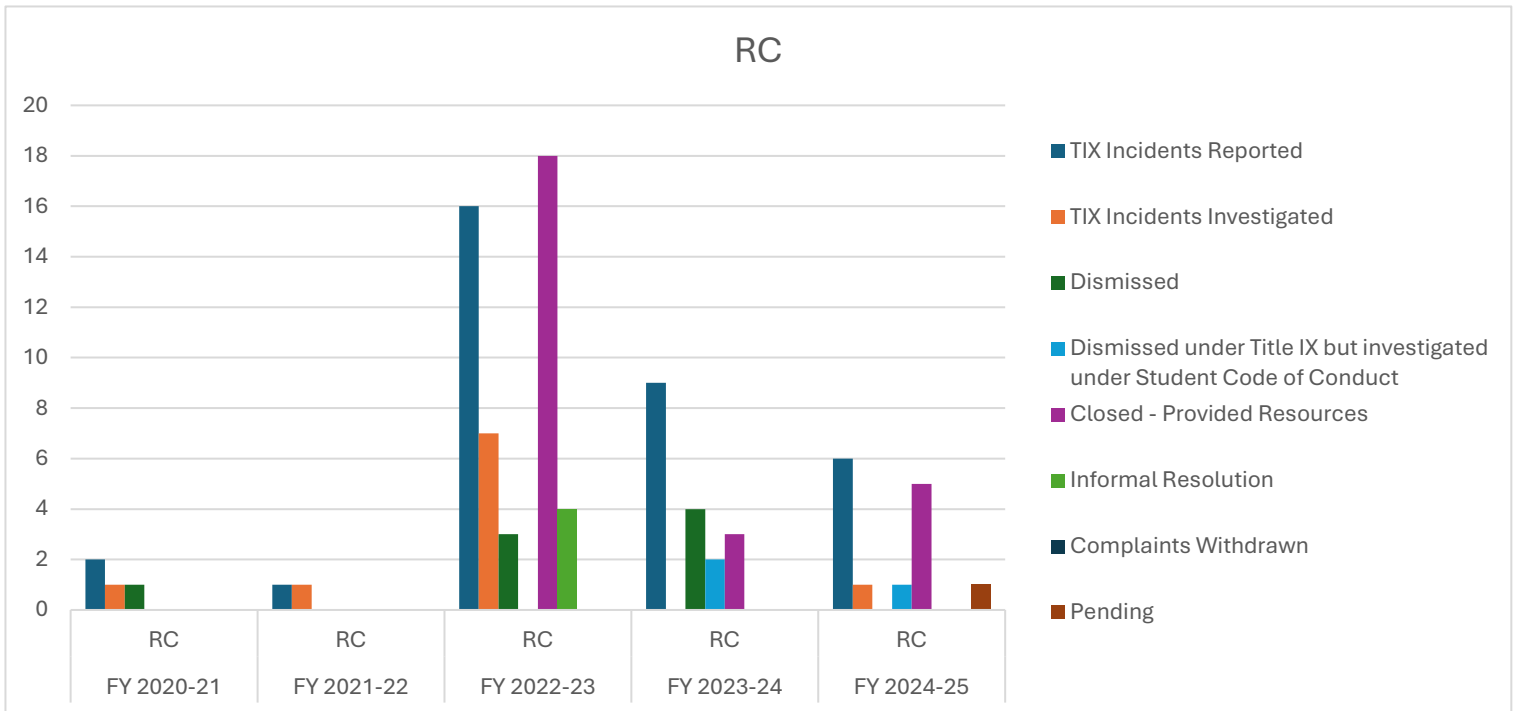
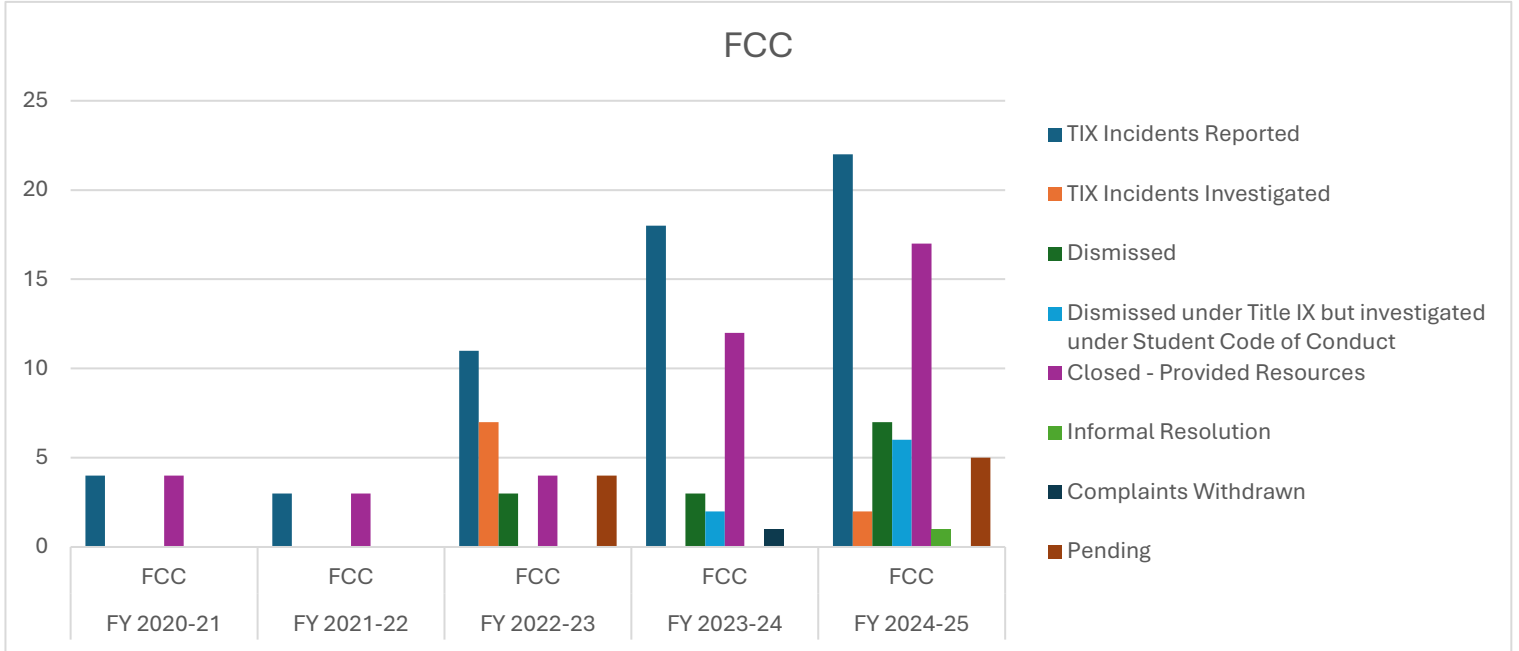
INCIDENTS REPORTED – TITLE IX (STUDENT v STUDENT)

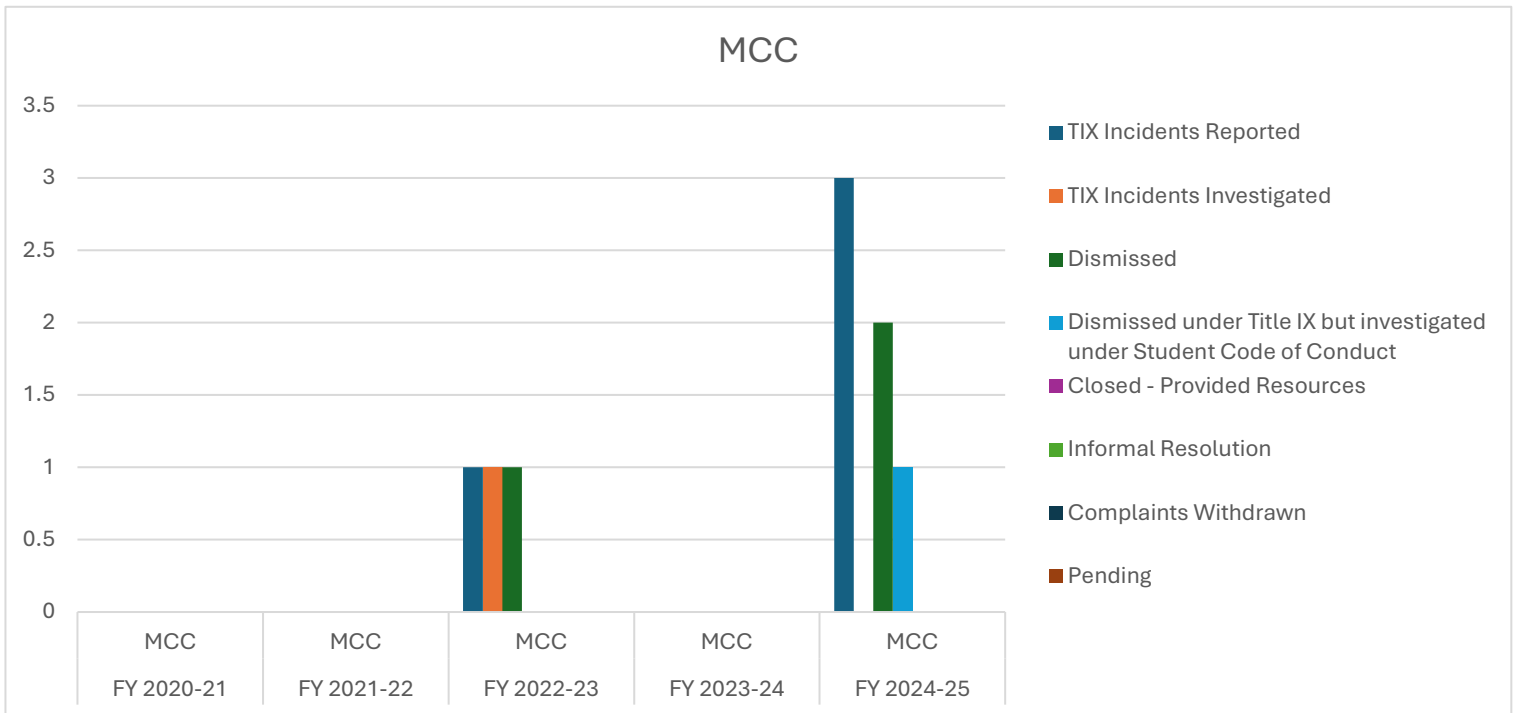
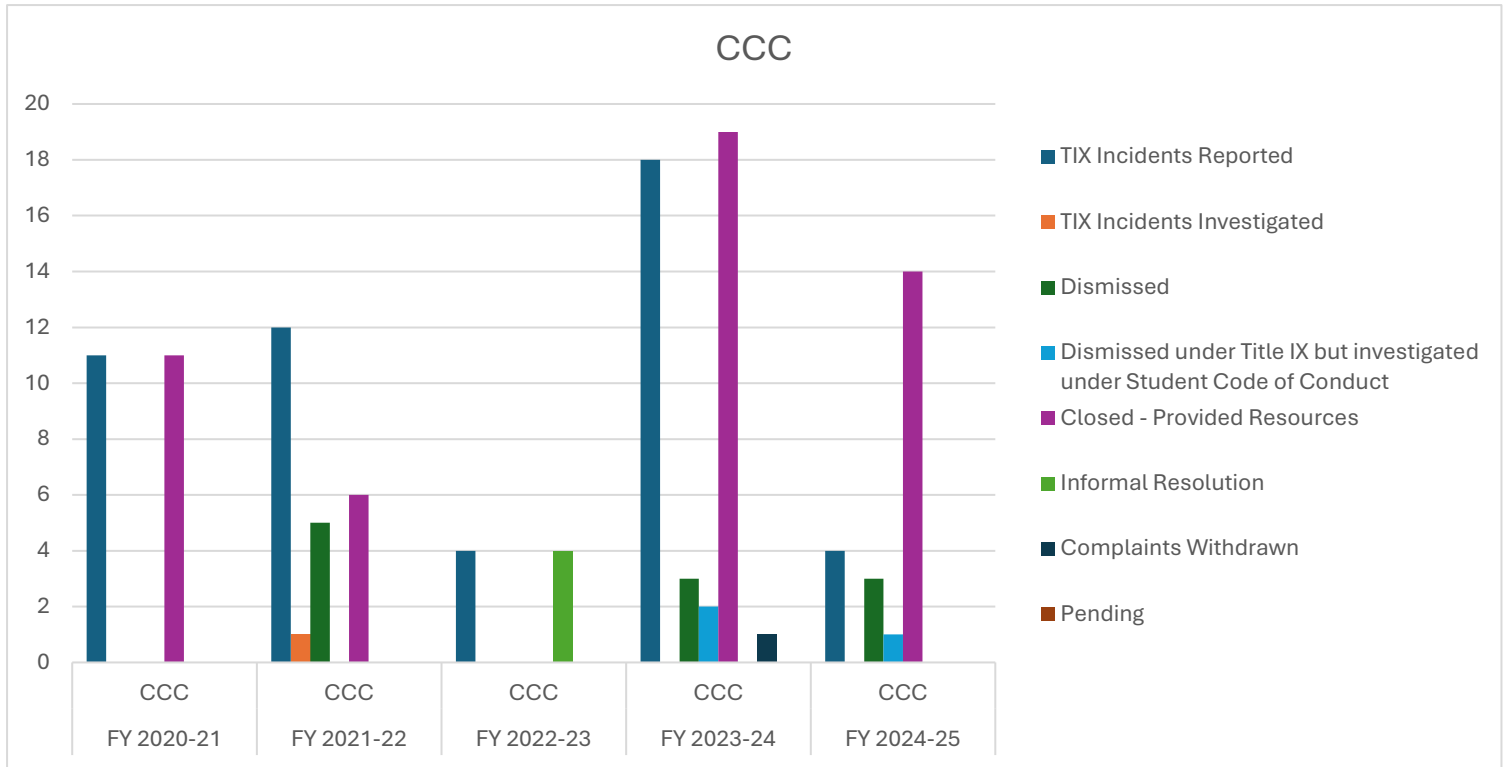
The college Title IX Coordinators actively monitor trends and patterns to identify and address incidents of sexual misconduct across their respective campuses. Individuals who experience sexual misconduct are expected to report it so they can access the full range of available resources and support. To support this effort, the District designates all employees—except in limited circumstances—as mandatory reporters. When sexual misconduct is disclosed, employees must report the information to the college Title IX Coordinator so appropriate action and support can be provided.

When a report of sexual misconduct is made to the college Title IX Coordinator, the Coordinator meets with the impacted individual(s) to review available resources and options. Supportive measures—tailored to each situation—may be offered to help maintain access to educational and employment environments. These measures are designed to reduce barriers, promote safety, and support continued participation in District programs and activities. Examples may include access to medical care, counseling, crisis support, safety planning, and options to pursue a formal complaint through the college Title IX office and/or law enforcement. A report to the college Title IX office does not constitute a formal complaint under the District’s adjudication process. Filing a formal complaint is one option available to a Complainant, but it is neither required nor automatic.

YEAR	FY 2020-21				FY 2021-22				FY 2022-23				FY 2023-24				FY 2024-25			
Campus	FCC	RC	CCC	MCC	FCC	RC	CCC	MCC	FCC	RC	CCC	MCC	FCC	RC	CCC	MCC	FCC	RC	CCC	MCC
TIX Incidents Reported	4	2	11	0	3	1	12	0	11	16	4	1	18	9	25	0	22	6	18	0
TIX Incidents Investigated	0	1	0	0	0	1	1	0	7	7	0	1	0	0	0	0	2	1	0	0
Dismissed	0	1	0	0	0	0	5	0	3	3	0	1	3	4	3	0	7	0	3	0
Dismissed under Title IX but investigated under Student Code of Conduct	0	0	0	0	0	0	0	0	0	0	0	0	2	2	2	0	6	1	1	0
Closed - Provided Resources	4	0	11	0	3	0	6	0	4	18	0	0	12	3	19	0	17	5	14	0
Informal Resolution	0	0	0	0	0	0	0	0	0	4	4	0	0	0	0	0	1	0	0	0
Complaints Withdrawn	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
Pending	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0	0	5	1	0	0

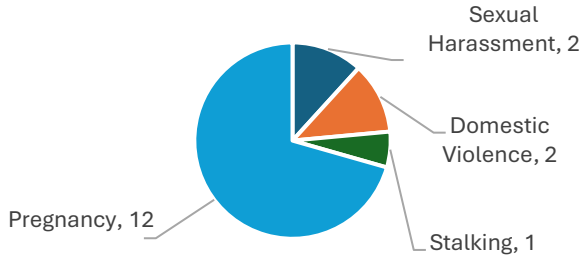
*Note: Cases reported to the campuses that are ultimately forwarded to the District Office are counted in the Districtwide data



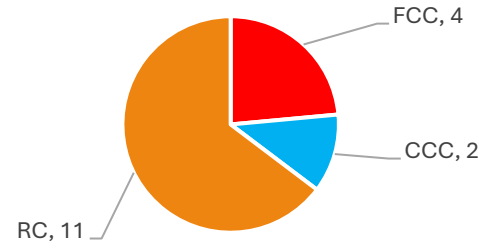


FY 2020-21 – Campus (Student) TIX Incident Demographic Information

INCIDENT TYPE*

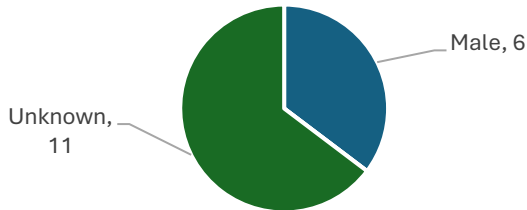


INCIDENT LOCATION

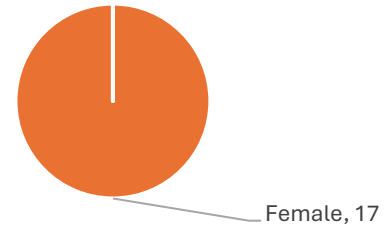


*Some complaints contain more than 1 incident type, therefore the # of complainants/respondents may not match # of incidents

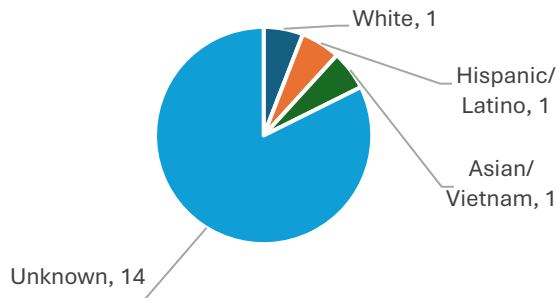
RESPONDENT GENDER



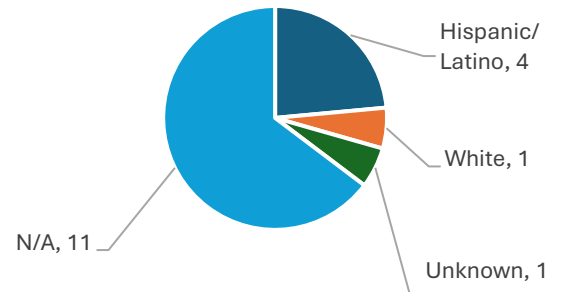
COMPLAINANT GENDER



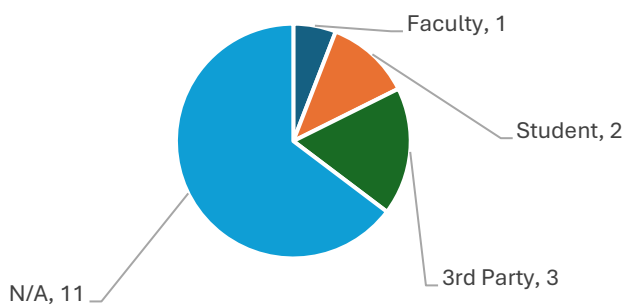
RESPONDENT RACE



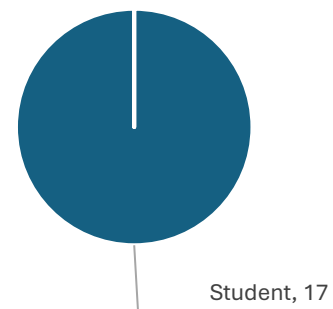
COMPLAINANT RACE



RESPONDENT CLASSIFICATION

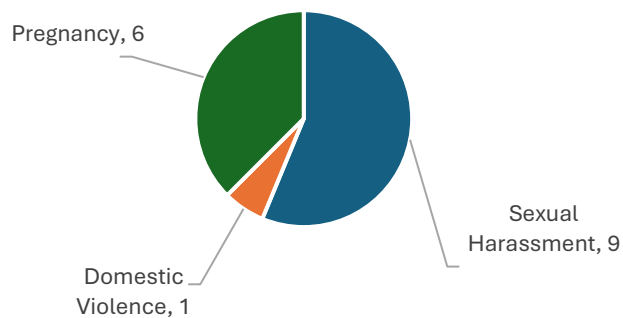


COMPLAINANT CLASSIFICATION

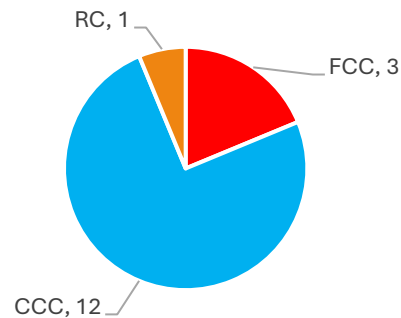


FY 2021-22 – Campus (Student) TIX Incident Demographic Information

INCIDENT TYPE*

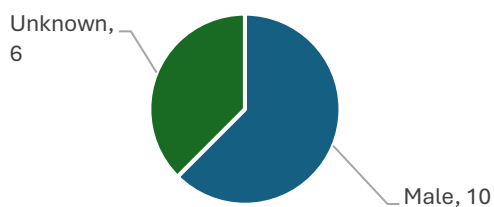


INCIDENT LOCATION

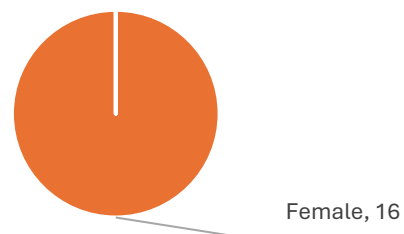


*Some complaints contain more than 1 incident type, therefore the # of complainants/respondents may not match # of incidents

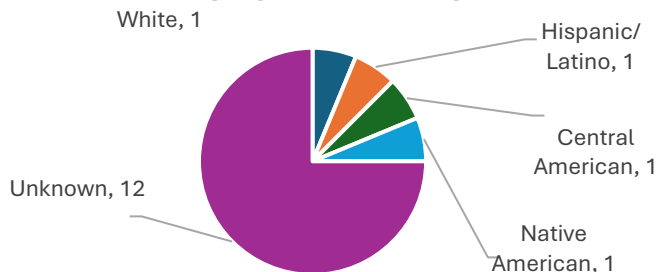
RESPONDENT GENDER



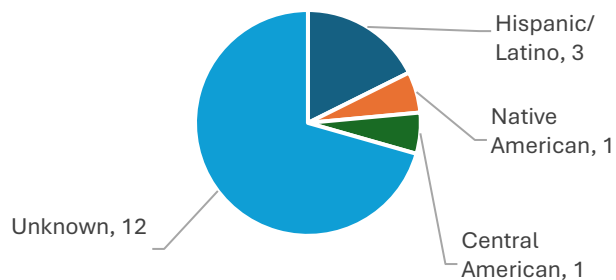
COMPLAINANT GENDER



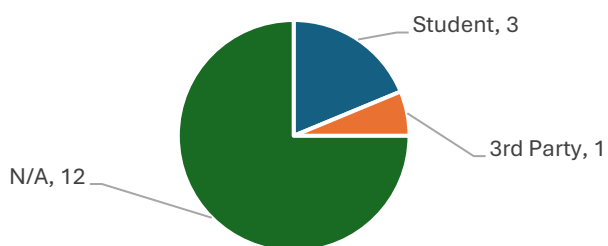
RESPONDENT RACE



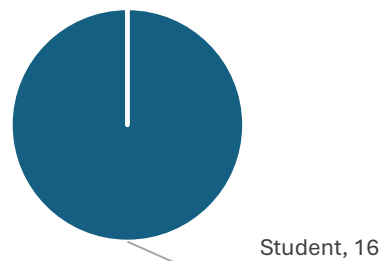
COMPLAINANT RACE



RESPONDENT CLASSIFICATION

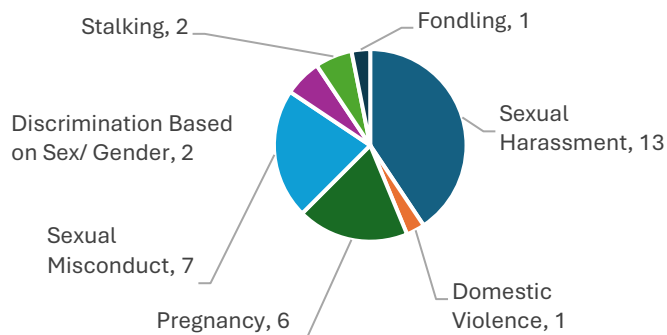


COMPLAINANT CLASSIFICATION

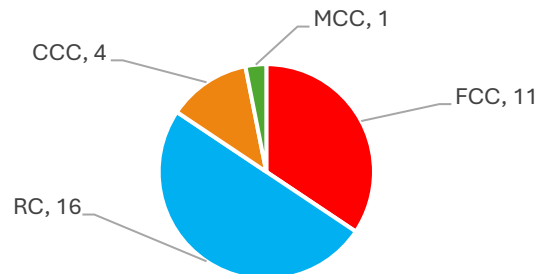


FY 2022-23 – Campus (Student) TIX Incident Demographic Information

INCIDENT TYPE*

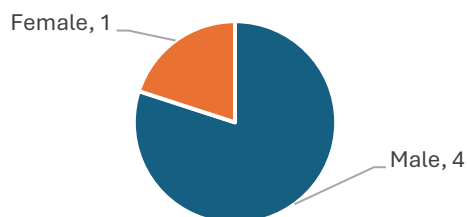


INCIDENT LOCATION

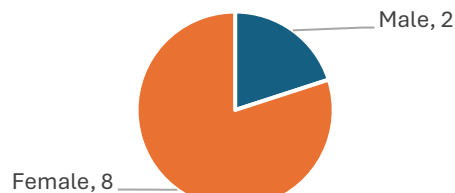


*Some complaints contain more than 1 incident type, therefore the # of complainants/respondents may not match # of incidents

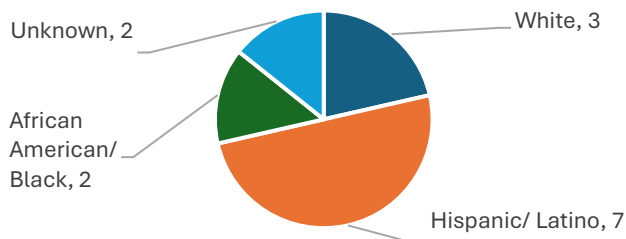
RESPONDENT GENDER



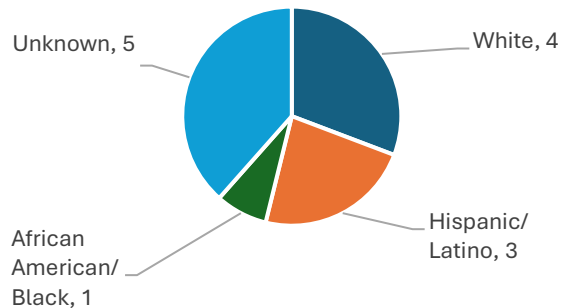
COMPLAINANT GENDER



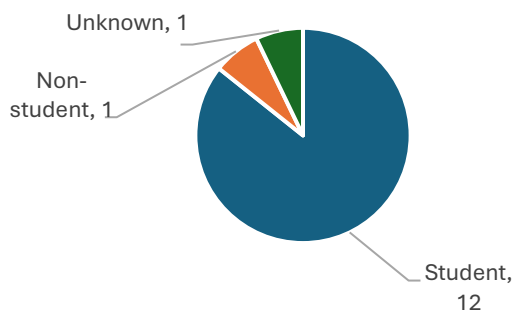
RESPONDENT RACE



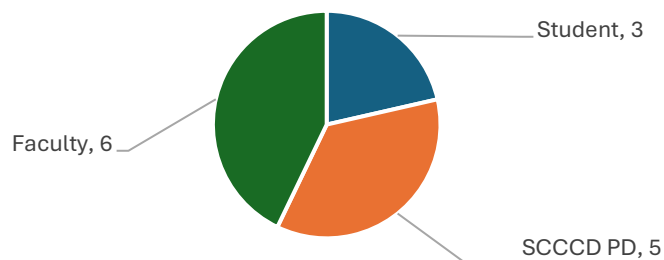
COMPLAINANT RACE



RESPONDENT CLASSIFICATION

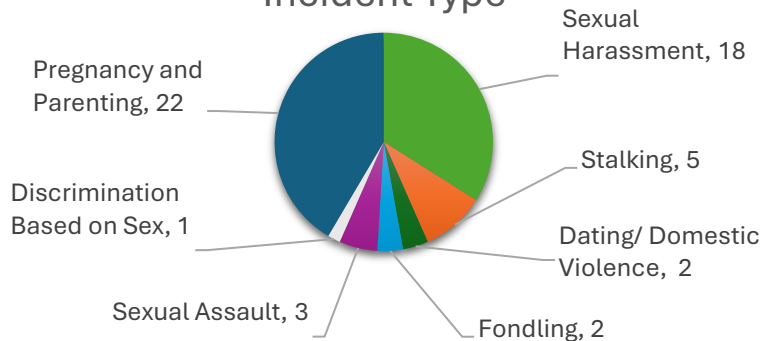


COMPLAINANT CLASSIFICATION

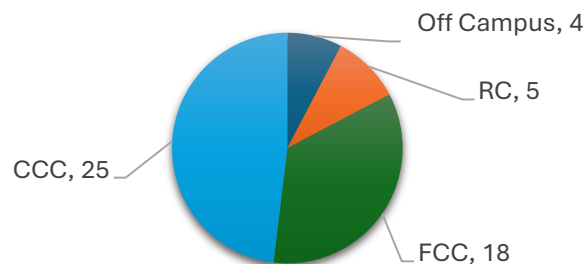


FY 2023-24 – Campus (Student) TIX Incident Demographic Information

Incident Type*



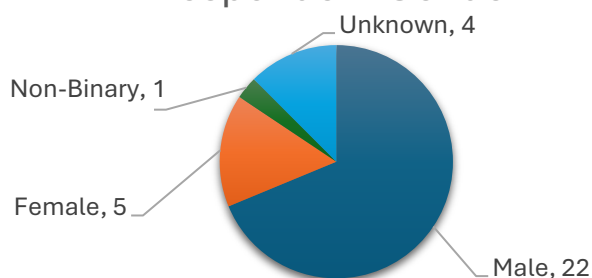
Incident Location



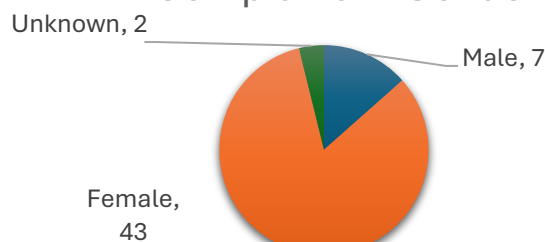
*Some complaints contain more than 1 incident type, therefore the # of complainants/respondents may not match # of incidents.

**Due to pregnancy and parenting complaints, there will be a higher number of complainants than respondents.

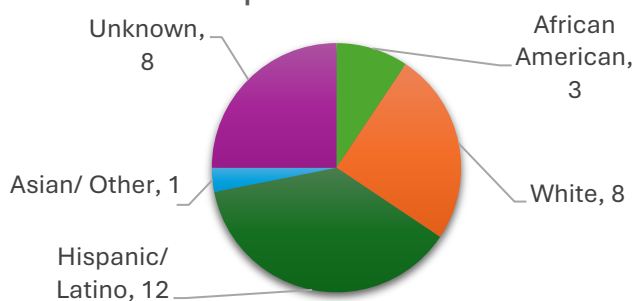
Respondent Gender



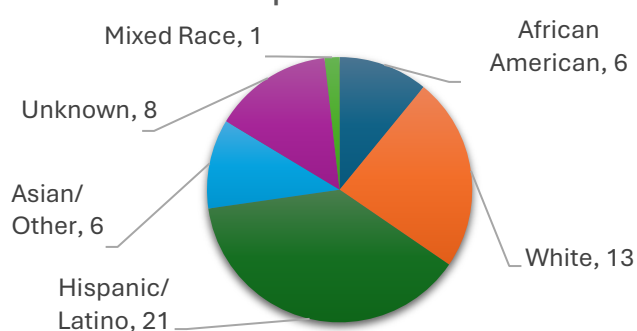
Complainant Gender



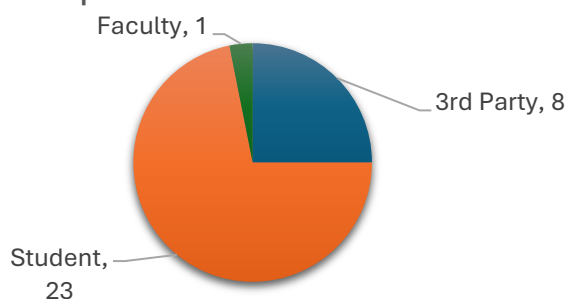
Respondent Race



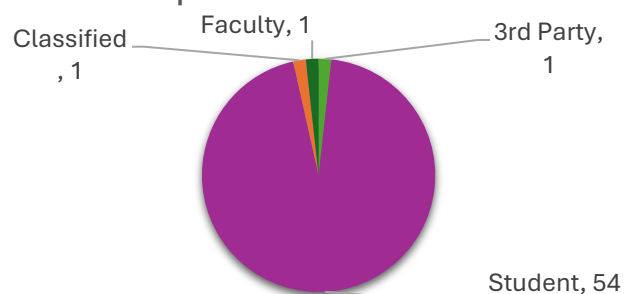
Complainant Race



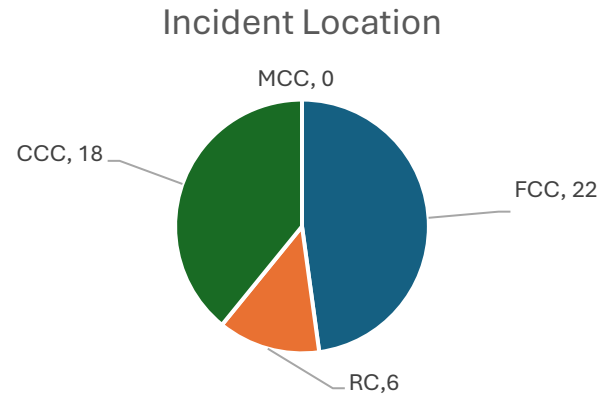
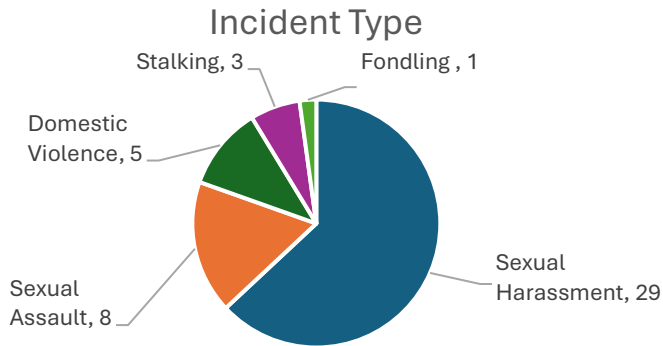
Respondent Classification



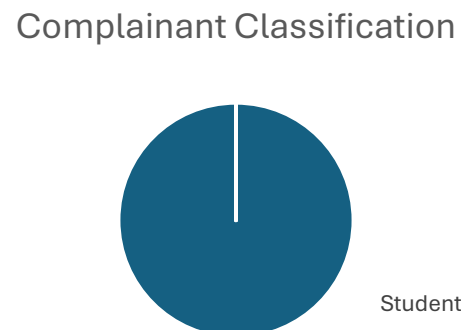
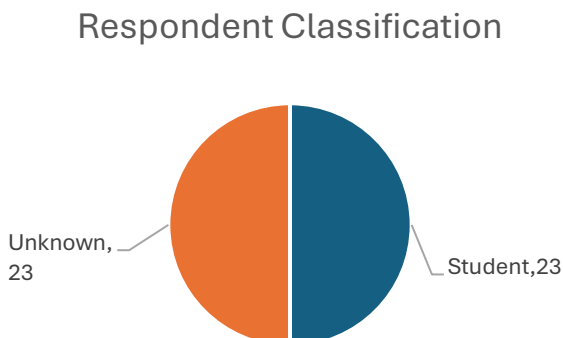
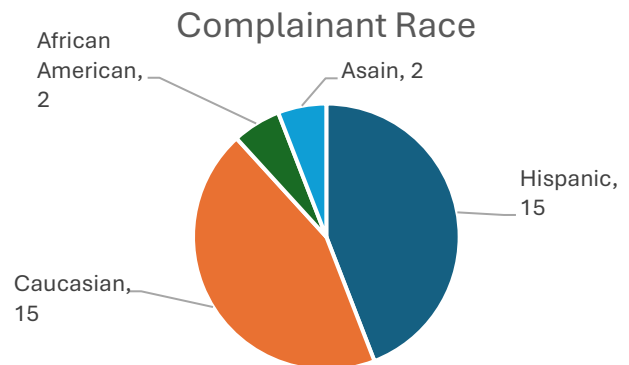
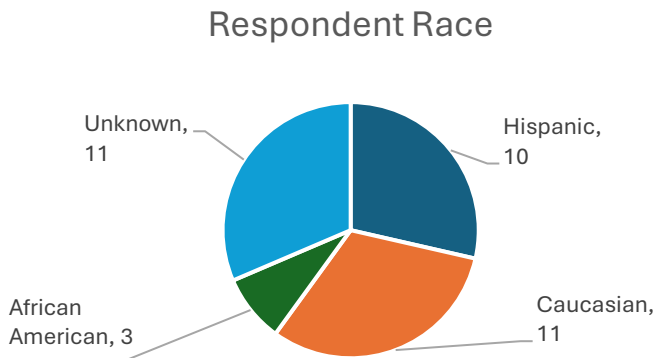
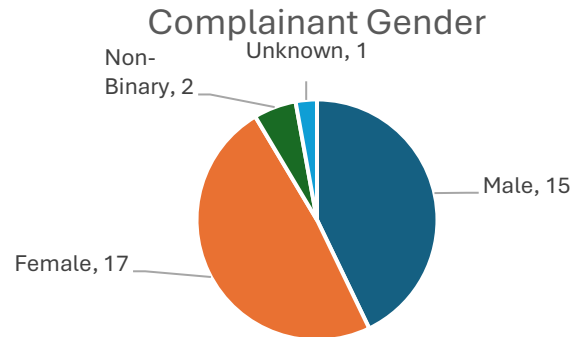
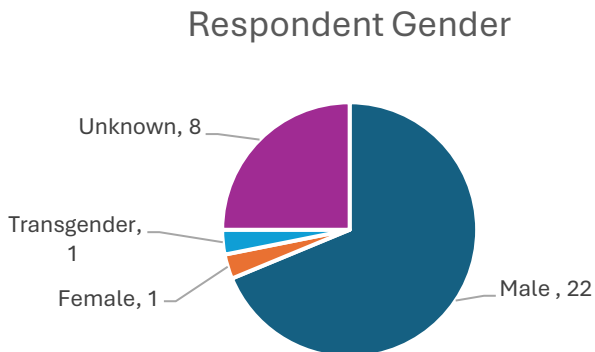
Complainant Classification



FY 2024-25 – Campus (Student) TIX Incident Demographic Information



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ONGOING WORK

DO Staffing Updates

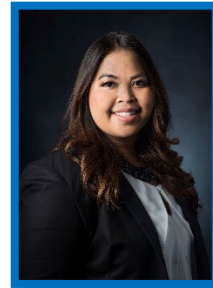
In September 2024, the District hired a new Title IX coordinator and investigator, Joshlyn Prado. Christine Phillips, District Director of EEO/Diversity and Professional Development continued to serve in the capacity of District Title IX coordinator. In February 2025 one of the District's Title IX coordinator and investigator positions became vacant and recruitment occurred. In June 2025, Sareang Nhim was hired as a Title IX coordinator and investigator. With three District Title IX coordinators and investigators it will reduce our reliance on 3rd party investigators and to be proactive in evaluating trends and ensuring prompt and thorough investigations.



Christine Phillips
District Director of EEO/Diversity
& Professional Development
Title IX Coordinator



Joshlyn Prado
Human Resources Analyst
Title IX Investigator



Sareang Nhim
Human Resources Analyst
Title IX Investigator

Campus Staffing Updates

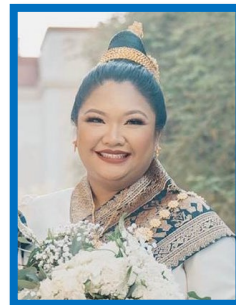
In June 2024, Reedley College appointed Jacquelyn Rubalcaba-Muniz as their new Title IX Coordinator. As of June 2024, Julie Preston Smith, Madera Community College's Title IX Coordinator, retired, and Nickolas Valencia-Lucio will serve as their interim coordinator starting in July 2025.



Jacquelyn Rubalcaba-Muniz
Director, MESA
Title IX Coordinator
Reedley College



Nickolas Valencia-Lucio
Interim Dean of Students
Title IX Coordinator
Madera Community College



Gladdey Donsanoupit
Deputy Title IX Coordinator
Fresno City College



Renee Garcia
Deputy Title IX Coordinator
Clovis Community College

Website Updates

Our Title IX website is maintained in accordance with regulations to indicate Coordinators, Investigators, and their respective training and certifications. Campus and DO Title IX websites were updated to reflect the requirements per AB 2683. This includes common myths and facts about the causes of sexual violence and sexual harassment, how to file complaints and criminal charges, campus and community resources for victims of sexual violence and harassment, peer support, and information regarding the consequences of committing acts of sexual violence and harassment. The campuses and the district are also collaborating to ensure continuity and similarity, so information is easily found and accessed.

Hearings

In 2025, three Title IX hearings were scheduled, one was dismissed prior to the hearing and two were held. State Center Community College District contracted TNG Consulting to fulfill the role of hearing officer.

Trainings

Title IX Coordinators and Investigators participate in training opportunities by providing training to our campuses on a recurring basis and as requested. This training is supplemented by trainings offered by the SCCCCD Police Department who also offer regular training on "RAD" or Rape Aggression Defense training.

In addition to training offered by our Title IX Coordinators and Investigators, we also participate in ongoing training to keep abreast of changes to regulations, policies and trends in Title IX across higher education institutions across the United States.

A summary of the trainings provided and attended are as follows:

TITLE IX TRAINING PROVIDED

Throughout 2024 -2025, District Title IX Coordinators, Investigators, and other District employees have participated in giving several training opportunities and collaboration meetings.

July
2024

- On **July 24, 2024**, the District Director of EEO/Diversity & Professional Development convened the monthly Districtwide Title IX workgroup meeting. These meetings included legal updates, recent trends, and collaboration on any changes to Title IX content, such as training or websites.
- On **July 16, 2024**, the District Title IX Investigator held Title IX Training for the SCCC Police Department.

August
2024

- On **August 6, 2024 & August 7, 2024**, the Fresno City College Title IX Coordinator held Title IX training for incoming Freshmen during FCC's Ram Ready.
- On **August 6, 2024**, the Clovis Community College Title IX Coordinator held Title IX training for CCC Student Athletes.
- On **August 7, 2024**, the Fresno City College Title IX Coordinator held Title IX training for Psych Services Staff.
- On **August 8, 2024 - August 9, 2024**, the Clovis Community College Title IX Coordinator held Title IX training for incoming Freshmen during CCC's Crush Days.
- On **August 8, 2024**, the District Title IX Investigator and the Title IX Coordinator from Reedley College held Title IX Training for all Residence Hall Assistants and Herdsmen.
- On **August 9, 2024**, the Clovis Community College Title IX Coordinator held Title IX training for R1 & R2 Training.
- On **August 9, 2024**, the District Title IX Investigator and Title IX Coordinator from Reedley College held Title IX Training during Flex Day open to all Faculty and Staff.
- On **August 9, 2024**, the Clovis Community College Title IX Coordinator held Title IX training for Flex Day for Faculty and Staff.
- On **August 28, 2024**, the District Director of EEO/Diversity & Professional Development convened the monthly Districtwide Title IX workgroup meeting.
- Workshop for Reedley College Athletes conducted by Reedley College Athletic Director and Title IX Investigator David Santesteban.

September
2024

- On **September 11, 2024**, the District Title IX Investigator held Title IX Training at Reedley College.
- On **September 18, 2024**, the District Title IX Coordinator and Investigator, and the Title IX Coordinator from Reedley College, held Title IX Training at Reedley College.
- On **September 25, 2024**, the District Director of EEO/Diversity & Professional Development convened the monthly Districtwide Title IX workgroup meeting.

October
2024

- On **October 4, 2024**, the Clovis Community College Title IX Coordinator held Title IX training for the CCC's Debate Club.
- On **October 11, 2024**, the Clovis Community College Title IX Coordinator held Title IX training for New Employee Title IX Training.
- On **October 14, 2024**, the Clovis Community College Title IX Coordinator held Title IX training for CCC's Tutorial Center.
- On **October 23, 2024**, the District Director of EEO/Diversity & Professional Development convened the monthly Districtwide Title IX workgroup meeting.
- On **October 30, 2025**, the District office held an informational workshop with Sgt. Marissa Jackson of the Fresno Police Department Domestic Violence Unit.

November
2024

- On **November 12, 2024**, the District Title IX Coordinator and Investigators in collaboration with the Title IX Coordinator from Fresno City College, held Title IX Training for FCC's President's Cabinet.
- On **November 14, 2024**, the District Title IX Investigators, in collaboration with the Title IX Coordinator from Fresno City College, held Title IX Training for FCC's Student Services Administrators.

December
2024

- On **December 4, 2024**, the Fresno City College Title IX Coordinator held Title IX training for FCC Dance Faculty.

January
2025

- On **January 6, 2025**, the Fresno City College Title IX Coordinator held Title IX training for incoming Freshmen during FCC's Ram Ready.
- On **January 8, 2025**, the District Title IX Coordinator and Investigator, in collaboration with the Fresno City College Title IX Coordinator, held Title IX Training for FCC Administrators, Faculty, and Classified Staff during their Spring Convocation.
- On **January 9, 2025**, the District Title IX Investigators held Title IX training for MCC Faculty during their Spring Flex Day.
- On **January 10, 2025**, the Clovis Community College Title IX Coordinator held Title IX training for incoming Freshmen during CCC's Crush Days.
- On **January 22, 2025**, the District Director of EEO/Diversity & Professional Development convened the monthly Districtwide Title IX workgroup meeting.
- On **January 29, 2025**, the Fresno City College Title IX Coordinator held Title IX training for Health Services Staff.
- Workshop for Reedley College Athletes conducted by Reedley College Athletic Director and Title IX Investigator David Santesteban.

February
2025

- On **February 3, 2025**, the District Title IX Coordinator and Investigator started to attend a monthly 9th Circuit Title IX Administrators Network meeting, which includes coordinators for educational institutions in the 9th Circuit. These meetings included legal updates, recent trends, and a chance to collaborate on any changes to Title IX content.
- On **February 4, 2025**, the District Title IX Coordinator, in collaboration with the Fresno City College Title IX Coordinator held Title IX training for DSPS Staff.
- On **February 26, 2025**, the District Director of EEO/Diversity & Professional Development convened the monthly Districtwide Title IX workgroup meeting.

March
2025

- On **March 26, 2025**, the District Director of EEO/Diversity & Professional Development convened the monthly Districtwide Title IX workgroup meeting.

April
2025

- On **April 10, 2025**, the District Title IX Coordinator and Investigator conducted a Title IX training for the Management Development Academy program. The workshop was open to all managers. 14 managers registered for the training.
- On **April 8, 2025**, the District Title IX Coordinator and Investigator attended the 9th Circuit Title IX Administrators Network meeting.
- On **April 15, 2025**, the District Title IX investigator, in collaboration with the Title IX Coordinators from Clovis Community College and Fresno City College, presented a Title IX training at the Classified Mega Conference. 39 classified employees attended the training.
- On **April 23, 2025**, the District Director of EEO/Diversity & Professional Development convened the monthly Districtwide Title IX workgroup meeting.
- On **April 28, 2025**, the District Title IX Coordinator and Investigator attended the 9th Circuit Title IX Administrators Network meeting.

May
2025

- On **May 28, 2025**, the District Director of EEO/Diversity & Professional Development convened the monthly Districtwide Title IX workgroup meeting.

June
2025

- On **June 2, 2025**, the District Title IX Coordinator and Investigator attended the 9th Circuit Title IX Administrators Network meeting.
- On **June 25, 2025**, the District Director of EEO/Diversity & Professional Development convened the monthly Districtwide Title IX workgroup meeting.
- On **June 30, 2025**, the District Title IX Coordinator and Investigator attended the 9th Circuit Title IX Administrators Network meeting.



TITLE IX TRAINING PROVIDED

Throughout 2024 -2025, District Title IX Coordinators, Investigators, and other District employees have attended several training opportunities and collaboration meetings.

July
2024

- From **July 8, 2024, to July 11, 2024**, the District brought a trainer from TNG/ATIXA to train Title IX coordinators and investigators districtwide.
- On **July 17, 2024**, the Title IX Coordinator from Clovis Community College attended a training with CCC's Psych Services Interns.
- On **July 23, 2024**, the Title IX Coordinator from Clovis Community College attended a training Navigating Uncertainty: Town Hall.

August
2024

- On **August 9, 2024**, the Title IX Coordinator from Clovis Community College attended a training Management Training-Mandatory.

September
2024

- On **September 13, 2024**, the District Title IX Investigator, Title IX Coordinators from Reedley College, Fresno City College, Clovis Community College, attended Liebert Cassidy Whitmore's Webinar, Responding to Sex Discrimination: Effective Institutional Compliance with Title IX and State Law. This presentation provided an overview of implementing the requirements of the new Title IX regulations while complying with overlapping California law.
- On **September 25, 2024**, the Title IX Coordinator from Clovis Community College attended a training Trauma Language for Sexual Assault Victims.

October
2024

- On **October 03, 2024**, the Title IX Coordinator from Clovis Community College attended a training Enhancing BIT for Safer, More Supportive Campus Environment.
- On **October 17, 2024**, the Title IX Coordinator from Clovis Community College attended a training Enhancing BIT for Safer, More Supportive Campus Environment.
- On **October 25, 2024**, the Title IX Coordinator from Clovis Community College attended a training Safe Zone Training.
- On **October 31, 2024**, the Title IX Coordinator from Clovis Community College attended a training Enhancing BIT for Safer, More Supportive Campus Environment.

November
2024

- On **November 14, 2024**, the Title IX Coordinator from Clovis Community College attended a training Enhancing BIT for Safer, More Supportive Campus Environment.
- On **November 20, 2024**, the Title IX Coordinator from Clovis Community College attended a training CCC H&W Protecting Students: Preventing Firearm Violence & Suicide on Campus.

December
2024

- On **December 18, 2024**, the Title IX Coordinator from Clovis Community College attended a training True Colors.

January
2025

- On **January 23, 2025**, the Title IX Investigators attended ATIXA's Time with IX: To Sin or Not to Sign: Evaluating Title IX Complaints as an Institution/District webinar
- From **January 27, 2025 to January 31, 2025**, the Title IX Investigator attended TNG/ATIXA's Winter Symposium. This event features certification courses and workshops related to Title IX.

February
2025

- On **February 7, 2025**, the Title IX Coordinator from Clovis Community College attended a training CPL & Career Advancement Series: Climbing the Ladder: Career Growth strategies for Classified Professionals.
- On **February 27, 2025**, the District Title IX Coordinator and Investigator attended ATIXA's Time with IX: Collaborating with Human Resources webinar.

March
2025

- On **March 18, 2025**, the Title IX Coordinator from Clovis Community College attended a training How to be Assertive, Without Offending the Offender.

June
2025

- From **June 24, 2025, to June 26, 2025**, the District brought a trainer from TNG/ATIXA to train Title IX coordinators and investigators districtwide.



DEFINITIONS OF COMMONLY USED TERMS

affirmative consent

Title IX does not define consent, but the State of CA has defined consent as Affirmative Consent. Affirmative Consent means affirmative, conscious, and voluntary verbal agreement to engage in sexual activity. It is the responsibility of each person involved in the sexual activity to ensure that the person has the affirmative consent of the other or others to engage in the sexual activity. Lack of protest or resistance does not mean consent, nor does silence mean consent. Affirmative consent must be ongoing throughout a sexual activity and can be revoked at any time. The existence of a dating relationship between the persons involved, or the fact of past sexual relations between them, should never by itself be assumed to be an indicator of consent.*

complainant/respondent

Complainant: an individual who alleges they are the victim of conduct that could constitute sexual harassment.

Respondent: an individual reported to be the perpetrator of conduct that could constitute sexual harassment.

discrimination

the unfair or unjust treatment of an individual based on certain protected characteristics that adversely affects their employment or academic experience. An adverse action for discrimination purposes is any action taken or pattern of conduct that, taken as a whole, materially and adversely affected the terms, conditions, privileges, benefits of or the ability to fully participate in activities or events associated with an individual's employment or academic environment. An adverse action includes conduct that is reasonably likely to impair a reasonable individual's work or academic performance or prospects for advancement or promotion. However, minor or trivial actions or conduct that is not reasonably likely to do more than anger or upset an individual cannot constitute an adverse action.

formal complaint

a written complaint signed by the Complainant or Title IX Coordinator, alleging sexual harassment and requesting an investigation. If the Title IX Coordinator signs the formal complaint, they will not become a Party to the complaint.

*[https://casetext.com/statute/california-codes/california-education-code/title-3-postsecondary-education/division-5-general-provisions/part-40-donahoe-higher-education-act/chapter-155-student-safety/section-67386-student-safety-sexual-assault#:~:text=Section%2067386%20%2D%20Student%20safety%3B%20sexual%20assault%20\(a\)%20In,governing%20boards%20of%20independent%20postsecondary](https://casetext.com/statute/california-codes/california-education-code/title-3-postsecondary-education/division-5-general-provisions/part-40-donahoe-higher-education-act/chapter-155-student-safety/section-67386-student-safety-sexual-assault#:~:text=Section%2067386%20%2D%20Student%20safety%3B%20sexual%20assault%20(a)%20In,governing%20boards%20of%20independent%20postsecondary)



DEFINITIONS

harassment

conduct based on certain protected characteristics that creates a hostile, offensive, oppressive, or intimidating work or educational environment and deprives a person of their statutory right to work or learn in an environment free from harassment. In the workplace, harassment also includes conduct based on certain protected classes that sufficiently offends, humiliates, distresses, or intrudes upon a person, so as to disrupt the person's emotional tranquility in the workplace, affect their ability to perform the job as usual, or otherwise interfere with and undermine their personal sense of well-being.

protected characteristics

includes race, color, ethnicity, national origin, ancestry, religious creed age, sex/gender, gender identity, gender expression, medical condition, pregnancy, sexual orientation, marital status, physical/mental disability, genetic information, military or veteran status, or opposition to unlawful discrimination or harassment, or because they are perceived to have one or more of those foregoing characteristics.

responsible district officer/responsible employee

Responsible District Officer: (a) the Chief Human Resources Officer (CHRO) for all complaints involving employees, prospective employees, and third parties; and (b) the College Vice President, Students Services or designee for all complaints involving students.

Responsible Employee: employees with the authority to take action and redress sexual violence, and have been given the duty of reporting incidents of sexual misconduct by students and employees to the Title IX Coordinator. In SCCCD, all employees are designated as "responsible employees".

retaliation

any materially adverse employment or academic action taken against an individual in response to their participation in or submission of a discrimination or harassment complaint or investigation, or their opposition to other conduct covered by this regulation. An action is a "materially adverse" for retaliation purposes if a reasonable person would have found that the action taken would have dissuaded a reasonable person from making, supporting, or participating in a discrimination, harassment, retaliation, or sexual misconduct complaint or investigation, or opposing discrimination, harassment, retaliation or sexual misconduct.



DEFINITIONS

sexual misconduct

conduct of a sexual nature or conduct based on sex or gender that is unwelcome, non-consensual, or has the effect of threatening, intimidating, or coercing a person. Sexual misconduct includes sexual harassment, sexual violence, relationship violence, stalking, and sexual exploitation. Sexual misconduct is a form of sex- and gender-based discrimination.

sex-based harassment under Title IX

· is a subset of sex discrimination and includes one of the following:

- Quid Pro Quo: An employee, agent, or other person authorized by the Recipient to provide an aid, benefit, or service under the Recipient's education program or activity. Explicitly or impliedly conditioning the provision of such an aid, benefit, or service on a person's participation in unwelcome sexual conduct. Quid Pro Quo can now apply to student respondents if a student occupied a position as some "other person authorized by the Recipient."
- Hostile Environment Harassment: Unwelcome sex-based conduct that based on the totality of circumstances is subjectively and objectively offensive AND is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the recipient's education program or activity.
 - The definition provides factors for evaluating whether a hostile environment exists based on the following:
 - Complainant's ability to access the education program or activity
 - Type, frequency, and duration of the conduct
 - Parties' ages, roles, and previous interactions
 - Location and context of conduct
 - Control the school/district has over the respondent
 - Sexual Assault: Includes the following:
 - Rape
 - Incest
 - Statutory Rape
 - Fondling
 - Dating Violence
 - Domestic Violence
 - Stalking



sexual harassment under Title IX

•conduct that satisfies one or more of the following:

1. a District employee conditions the provision of an aid, benefit, or service of the District on an individual's participation in unwelcome sexual conduct (quid pro quo harassment);
2. unwelcome conduct determined that is subjectively and objectively offensive and is so severe, or pervasive that it limits or denies a person's ability to participate in or benefit from the District's education program or activity;
3. sexual assault, including the following:
 - Sex Offenses: any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent;
 - Rape (except Statutory Rape): the carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of /their age or because of their temporary or permanent mental or physical incapacity. There is carnal knowledge if there is the slightest penetration of the genital or anal opening of the body of another person or anal or oral sexual intercourse;
 - Sodomy: oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity;
 - Sexual Assault with an Object: to use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity. An "object" or "instrument" is anything the offender uses other than the offender's genitalia, e.g., a finger, bottle, handgun, stick;
 - Fondling: the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity;
 - Sex Offenses, Non-Forcible Unlawful, Non-Forcible Sexual Intercourse:
 - Incest - Non-Forcible: sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law,
 - Statutory Rape - Non-Forcible: sexual intercourse with a person who is under the statutory age of consent. There is no force or coercion used in Statutory Rape, the act is not an attack;
 - Dating violence: violence against a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of a relationship will be determined based on a consideration of the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship;
 - Domestic Violence: violence committed:
 - by a current or former spouse or intimate partner of the victim;
 - by a person with whom the victim shares a child in common;
 - by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
 - by a person similarly situated to a spouse of the victim under the domestic or family violence laws of California; or
 - by any other person against an adult or youth victim protected from that person's acts under the domestic or family violence laws of California;
 - Stalking: engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others or suffer substantial emotional distress.



STATE CENTER COMMUNITY COLLEGE DISTRICT

Fresno City College | Reedley College | Clovis Community College
Madera Community College | Madera Community College at Oakhurst