

1 ROB BONTA  
Attorney General of California  
2 MICHAEL L. NEWMAN  
Senior Assistant Attorney General  
3 LAURA L. FAER  
Supervising Deputy Attorney General  
4 BRANDY DOYLE  
LUKE FREEDMAN  
5 NICHOLAS KEATS  
ALEXANDER SIMPSON (SBN 235533)  
6 Deputy Attorneys General  
600 West Broadway #1800  
7 PO Box 85266  
San Diego, CA 92101  
8 Telephone: (619) 738-9411  
Fax: (916) 732-7920  
9 E-mail: Alexander.Simpson@doj.ca.gov  
*Attorneys for the People of the State of California*

11 SUPERIOR COURT OF THE STATE OF CALIFORNIA  
12 COUNTY OF LOS ANGELES

14 **THE PEOPLE OF THE STATE OF**  
15 **CALIFORNIA, EX. REL. ROB BONTA,**  
16 **ATTORNEY GENERAL OF THE STATE**  
17 **OF CALIFORNIA,**

Plaintiff,

18 v.

19  
20 **EL MONTE UNION HIGH SCHOOL**  
21 **DISTRICT,**

22 Defendant.

Case No.

**STIPULATION FOR ENTRY OF FINAL  
STIPULATED JUDGMENT**

Date:  
Time:  
Dept.:  
Judge:

1 Plaintiff, the People of the State of California, by and through its attorney, Rob Bonta,  
2 Attorney General of the State of California (the Attorney General), and by Supervising Deputy  
3 Attorney General Laura L. Faer, and Defendant El Monte Union High School District (the  
4 District) appearing through its attorneys at Olivarez Madruga Law Organization, LLP, and by  
5 Christine K. Hsu, stipulate as follows:

6 1. This Court has jurisdiction over the subject matter hereof and the parties to this  
7 Stipulation for Entry of Final Stipulated Judgment (Stipulation).

8 2. The Final Stipulated Judgment (Stipulated Judgment), a true and correct copy of  
9 which is attached hereto as Exhibit 1, may be entered by any judge of the Superior Court.

10 3. The Attorney General may submit the Stipulated Judgment to any judge of the  
11 Superior Court for approval and signature, based on this Stipulation, during the Court's ex parte  
12 calendar or on any other ex parte basis, with notice of the ex parte application pursuant to  
13 California Rules of Court, rules 3.1203-3.1204 provided to the District.

14 4. The parties hereby waive their right to move for a new trial on the underlying  
15 complaint or otherwise seek to set aside the Stipulated Judgment through any collateral attack,  
16 and further waive their right to appeal the Stipulated Judgment, except the parties agree that this  
17 Court shall retain jurisdiction for the purposes specified in the Stipulated Judgment.

18 5. The parties jointly represent that they have worked collaboratively to come to an  
19 agreement as set forth in the Stipulated Judgment.

20 6. The parties have stipulated and consented to the entry of the Stipulated Judgment  
21 without the taking of proof and without trial or adjudication of any fact or law herein, without the  
22 Stipulated Judgment constituting evidence of or an admission by the District regarding any issue  
23 of law or fact alleged in the Complaint on file herein, and without the District admitting any  
24 liability regarding allegations of violations that occurred prior to the entry of the Stipulated  
25 Judgment.

26 7. The parties have stipulated and consented to the Court retaining jurisdiction over the  
27 parties and over this matter for purposes of enforcing the Stipulated Judgment.  
28



1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28

**PLAINTIFF THE PEOPLE OF THE STATE  
OF CALIFORNIA**

Rob Bonta  
Attorney General of California

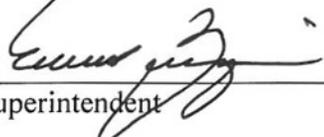
Dated: 3/20/26

  
\_\_\_\_\_  
Laura L. Faer  
Supervising Deputy Attorney General  
*Attorneys for Plaintiff*

**DEFENDANT EL MONTE UNION HIGH  
SCHOOL DISTRICT**

EL MONTE UNION HIGH SCHOOL  
DISTRICT

Dated: 3/19/26

  
\_\_\_\_\_  
Superintendent

Approved as to Form:

Dated: March 18, 2026

  
\_\_\_\_\_  
Christine K. Hsu  
OLIVAREZ MADRUGA LAW  
ORGANIZATION, LLP  
*Attorneys for Defendant*

# EXHIBIT 1

1 ROB BONTA  
Attorney General of California  
2 MICHAEL L. NEWMAN  
Senior Assistant Attorney General  
3 LAURA L. FAER  
Supervising Deputy Attorney General  
4 BRANDY DOYLE  
LUKE FREEDMAN  
5 NICHOLAS KEATS  
ALEXANDER SIMPSON  
6 Deputy Attorneys General  
State Bar No. 235533  
7 600 West Broadway, Suite 1800  
San Diego, CA 92101  
8 P.O. Box 85266  
San Diego, CA 92186-5266  
9 Telephone: (619) 738-9411  
E-mail: Alexander.Simpson@doj.ca.gov  
10 *Attorneys for the People of the State of California*

*Exempt from filing fees pursuant to  
Government Code section 6103*

11 SUPERIOR COURT OF THE STATE OF CALIFORNIA  
12 COUNTY OF LOS ANGELES

16 **THE PEOPLE OF THE STATE OF CALIFORNIA,**  
**EX REL. ROB BONTA, ATTORNEY GENERAL OF**  
17 **THE STATE OF CALIFORNIA,**  
18  
19 **v.**  
20 **EL MONTE UNION HIGH SCHOOL DISTRICT,**  
21 **Defendant.**

Case No.  
**[PROPOSED] STIPULATED  
JUDGMENT**  
Dept.:  
Judge:

1 The People of the State of California, by and through Rob Bonta, the Attorney General of the  
2 State of California (the Attorney General or the People), and Defendant El Monte Union High  
3 School District (the District), having stipulated to the entry of this stipulated judgment (the  
4 Stipulated Judgment) by the Court without the taking of proof and without trial or adjudication of  
5 any fact or law; without the Stipulated Judgment constituting evidence or admission by the  
6 District regarding any issue of law or fact alleged in the Complaint for Injunctive Relief (People’s  
7 Complaint), filed contemporaneously in the above-captioned case, or any of the allegations or  
8 conclusions set forth therein; without the District admitting any liability; with all parties having  
9 waived their right to appeal; and with the Court having considered the matter and good cause  
10 appearing,

11 **IT IS HEREBY ORDERED, ADJUDGED, AND DECREED THAT:**

12 1. The Court has jurisdiction over the allegations and subject matter of the People’s  
13 Complaint and over the parties to this action; venue is proper in this County; and the Court has  
14 the authority to enter the Stipulated Judgment.

15 2. The District is permanently enjoined from violating:

16 a) Any law or regulation, including but not limited to:

- 17 i. California Education Code sections 200 et seq., 33315, 44030.5, 44691, and  
18 44830 et seq.;
- 19 ii. California Penal Code section 11164 et seq.;
- 20 iii. California Government Code section 12950.1; and
- 21 iv. Title 5 of the California Code of Regulations section 4600 et seq. and federal  
22 law and regulation incorporated therein, including Title IX of the Education  
23 Amendments Act of 1972, section 1681 of title 20 of the United States Code,  
24 et seq. and 34 Code of Federal Regulations part 106 (2020), et seq.;

25 b) The causes of action in the People’s Complaint; and

26 c) The District’s own Board Policies (BPs) and Administrative Regulations (ARs)  
27 related to the prevention, reporting, investigation and resolution of sexual  
28 harassment, assault, or abuse of students of the District.

1           3. During the minimum four-year term of this Stipulated Judgment and any subsequent  
2 period during which the Stipulated Judgment remains in effect, as specified in section XIV. of  
3 this Stipulated Judgment, the District shall implement and carry out the terms and affirmative  
4 corrective actions set forth in this Stipulated Judgment.

5 **I. DEFINITIONS**

6           4. “Attorney General” means the Attorney General of the State of California.

7           5. “CANRA” means the Child Abuse and Neglect Reporting Act, codified at California  
8 Penal Code section 11164 et seq.

9           6. “Board” means the Board of Trustees of El Monte Union High School District.

10          7. “Days” means calendar days.

11          8. “District” means El Monte Union High School District, including its administrators,  
12 employees, and Board of Trustees.

13          9. “Mandatory report” means a report of child abuse or neglect mandated by CANRA.

14          10. “OAG” means the Office of the Attorney General of the State of California.

15          11. “Promulgate” means submit for approval by and obtain the approval of the District’s  
16 Board of Trustees.

17          12. “Section 504” means section 504 of the Rehabilitation Act of 1973, codified at  
18 section 701 of title 29 of the United States Code, et seq.

19          13. “Sexual abuse” is defined as in California Penal Code section 11165.1.

20          14. “Sexual assault” is defined as in California Penal Code section 11165.1, subdivisions  
21 (a) and (b).

22          15. “Sexual harassment” is defined as in California Education Code section 212.5.

23          16. “Title IX” means Title IX of the Education Amendments of 1972 (see 20 U.S.C. §  
24 1681 et seq.) and its implementing regulations (see 34 C.F.R. § 106.1 (2020) et seq.).

25          17. “Uniform Complaint Procedures” or “UCP” refers to the “system of complaint  
26 processing” that school districts are required to maintain under California Education Code section  
27 33315, the minimum requirements of which are set forth in California Code of Regulations, title  
28 5, section 4620 et seq.

1 **II. CHIEF COMPLIANCE OFFICER; DECISION-MAKER; APPELLATE**  
2 **DECISION-MAKER AND INVESTIGATORS**

3 18. Within 30 days of this Stipulated Judgment’s effective date, the District shall  
4 commence recruitment for an employee, subject to approval of the OAG, to serve as Chief  
5 Compliance Officer, who will report directly to the Superintendent. If the District decides to  
6 designate or recruit a different employee as Chief Compliance Officer, that change will also be  
7 subject to consultation with the OAG. The duties of the Chief Compliance Officer shall include:

- 8 a) Ensuring that the District complies with this Stipulated Judgment;
- 9 b) Ensuring that the District complies with Education Code section 200 et seq.;
- 10 c) Receiving, investigating—or, in the event that the District elects to rely on an  
11 outside investigator, designating and overseeing that investigator—and resolving  
12 complaints under the District’s UCP policy and regulation, BP/AR 1312.3—  
13 Uniform Compliance Procedures and ensuring that the District complies with  
14 Education Code sections 33315 and 44030.5, subdivision (a), and California Code  
15 of Regulations, title 5, sections 4600-4694;
- 16 d) Serving as the District’s “Title IX Coordinator” under 34 Code of Federal  
17 Regulations part 106.8(a) (2020) and discharging the duties of the Title IX  
18 Coordinator set forth in 8 Code of Federal Regulations parts 106.44(a) and 106.45  
19 (2020);
- 20 e) Receiving, investigating, and resolving violations of the District’s BP/AR 4060—  
21 Employee – Student Interaction (the Boundaries Policy);
- 22 f) Ensuring that any interim measures, supportive measures, or remedies issued in  
23 connection with notice or allegations of sexual harassment, assault, or abuse of  
24 students of the District are implemented, including by collaborating as necessary  
25 with the Assistant Superintendents of Human Resources and Educational Services;
- 26 g) Administering, monitoring, and ensuring that all required documents and  
27 information are properly logged in the Centralized Tracking and Response System  
28

1 for complaints of sexual harassment, assault, and abuse of students of the District  
2 described in section III. of this Stipulated Judgment;

- 3 h) Establishing, maintaining, and monitoring an email address dedicated to the  
4 receipt of complaints and other information related to sexual harassment, abuse, or  
5 assault of District students;
- 6 i) Monitoring the Catapult anonymous reporting platform to receive and respond to  
7 complaints and other information related to sexual harassment, abuse, or assault of  
8 District students;
- 9 j) Reviewing, analyzing, and informing the Superintendent and Board of any trends  
10 in complaints received, and providing leadership for implementation of corrective  
11 actions in response;
- 12 k) Providing support and training to school sites with respect to preventing and  
13 responding to notice or complaints of sexual harassment, assault, and abuse of  
14 students of the District; and
- 15 l) Ensuring that all information and documents related to staff discipline for  
16 violations of policies related to sexual harassment, assault, or abuse of students of  
17 the District, including the Boundaries Policy—including reports of discipline of  
18 credentialed employees submitted to the Commission on Teacher Credentialing  
19 pursuant to Education Code section 44030.5—are uploaded to the Centralized  
20 System.

21 19. Within 90 days of the Chief Compliance Officer’s start of employment, the District  
22 shall provide, for the OAG to review and approve, a proposed outside, independent trainer with  
23 expertise in preventing, investigating, and responding to sexual harassment, assault, and abuse to  
24 provide training on the Chief Compliance Officer’s duties and responsibilities under the law and  
25 ¶¶ 2 and 18 of this Stipulated Judgment.

- 26 a) Within 30 days of the Chief Compliance Officer’s start of employment, the OAG  
27 shall conduct the first training to the Chief Compliance Officer and provide the  
28 training materials to the District prior to the training.

- 1           b) Thereafter, the OAG-approved trainer, if available, shall provide trainings twice a  
2           year to the Chief Compliance Officer starting in the 2026-2027 school year. If the  
3           same trainer is not available, the use of any substitute trainer shall be subject to the  
4           OAG's approval.
- 5           c) Modifications of the training materials for subsequent trainings shall be subject to  
6           the approval of the OAG.
- 7           d) Within 60 days of the OAG's provision of the training materials, and/or within 30  
8           days of any OAG-approved modification of the training materials, the District  
9           shall make a summary of the training materials created for the purposes of the  
10          Stipulated Judgment publicly available on its website and otherwise comply with  
11          federal and state law regarding posting of training materials related to sexual  
12          assault, harassment, and abuse.

13           20. Within 7 days of the Chief Compliance Officer's start of employment, the District  
14          shall provide, for the OAG to review and approve, a draft notice to all staff, students, parents, and  
15          guardians that includes the Chief Compliance Officer's name, title, email address, and phone  
16          number, and an explanation of the Chief Compliance Officer's duties.

- 17           a) Within 30 calendar days of the OAG's approval of the draft notice, the District  
18           shall provide the notice by email or regular mail to all staff, students, parents, and  
19           guardians. Thereafter, the District shall provide this notice by August 31 of each  
20           following year.

21           21. Within 30 days of this Stipulated Judgment's effective date, the District shall  
22          designate the Superintendent to serve as the decision-maker for all Title IX complaints (the Title  
23          IX Decision-Maker). The Superintendent shall be permitted, in his or her discretion, to designate  
24          another employee, but that employee shall not be the same person designated to serve as Chief  
25          Compliance Officer as described in ¶ 18 of this Stipulated Judgment, and that person shall be  
26          subject to approval of the OAG.

27           22. Within 60 days of OAG's first training to the Title IX Decision-Maker, the District  
28          shall provide, for the OAG to review and approve, a proposed outside, independent trainer with

1 experience in preventing, investigating, and responding to sexual harassment, assault, and abuse  
2 to provide trainings twice a year on the Title IX Decision-Maker's duties.

- 3 a) Within 60 days of this Stipulated Judgment's effective date, the OAG shall  
4 conduct the first training to the Title IX Decision-Maker and provide the training  
5 materials to the District prior to the training.
- 6 b) Thereafter, the OAG-approved trainer, if available, shall provide trainings twice a  
7 year to the Title IX Decision-Maker. If the same trainer is not available, the use of  
8 any substitute trainer shall be subject to the OAG's approval.
- 9 c) Modifications of the training materials for subsequent trainings shall be subject to  
10 the approval of the OAG.
- 11 d) Within 60 days of the OAG's provision of the training materials, and/or within 30  
12 days of any OAG-approved modification of the training materials, the District  
13 shall make a summary of the training materials created for the purposes of the  
14 Stipulated Judgment publicly available on its website and otherwise comply with  
15 federal and state law regarding posting of training materials related to sexual  
16 assault, harassment, and abuse.

17 23. Within 30 days of this Stipulated Judgment's effective date, the District shall  
18 designate an employee, subject to the OAG's approval, responsible for serving as appeals  
19 decision-maker under 34 Code of Federal Regulations part 106.45(b)(8) (2020) (the Appellate  
20 Decision-Maker), who shall not be the same person as the Chief Compliance Officer as described  
21 in ¶ 18 of this Stipulated Judgment or the Title IX Decision-Maker(s) as described in ¶ 21 of this  
22 Stipulated Judgment.

23 24. Within 60 days of the OAG's first training of the Title IX Appellate Decision-Maker,  
24 the District shall provide, for the OAG to review and approve, a proposed outside, independent  
25 trainer with experience in preventing, investigating, and responding to sexual harassment, assault,  
26 and abuse to provide trainings twice a year on the Appellate Decision-Maker's duties.

- 1 a) Within 60 days of this Stipulated Judgment’s effective date, the OAG shall train  
2 the Appellate Decision-Maker and provide the training materials to the District  
3 prior to the training.
- 4 b) Thereafter, the same trainer, if available, shall provide trainings twice a year to the  
5 Appellate Decision-Maker. If the same trainer is not available, the use of any  
6 substitute trainer shall be subject to the OAG’s approval.
- 7 c) Modifications of the training materials for subsequent trainings shall be subject to  
8 the approval of the OAG.
- 9 d) Within 60 days of the OAG’s provision of the training materials, and/or within 30  
10 days of any OAG-approved modification of the training materials, the District  
11 shall make a summary of the training materials created for the purposes of the  
12 Stipulated Judgment publicly available on its website and otherwise comply with  
13 federal and state law regarding posting of training materials related to sexual  
14 assault, harassment, and abuse.

15 25. Within 90 days of this Stipulated Judgment’s effective date, the OAG shall provide  
16 training materials for the District to conduct a training twice a year, lasting no less than three  
17 hours for any employee, including administrators, who will be conducting investigations of  
18 allegations of sexual harassment, assault, or abuse of students or violations of the Boundaries  
19 Policy (the bi-annual training). The OAG shall conduct the first bi-annual training and provide the  
20 training materials to the District prior to the training. If the District uses an outside or third-party  
21 investigator to conduct investigations of the same, the District’s use of that investigator and proof  
22 of training for that investigator shall be subject to the approval of the OAG.

- 23 a) Modifications of the training materials for subsequent trainings shall be subject to  
24 the approval of the OAG.
- 25 b) The District shall not rely on any employee who has not been trained using the  
26 OAG-provided or OAG-approved materials to investigate allegations of sexual  
27 harassment, assault, or abuse of students or violations of the Boundaries Policy.  
28

- 1 c) All investigations of allegations of sexual harassment, assault, or abuse of students  
2 or violations of the Boundaries Policy shall be conducted under the oversight and  
3 in consultation with the Chief Compliance Officer, including those investigations  
4 conducted by a third-party investigator.
- 5 d) A portion of the initial three-hour training and the bi-annual training for  
6 employees, including administrators, shall include a component dedicated to the  
7 taking of contemporaneous notes during intake and interviews and to providing  
8 those notes to the Chief Compliance Officer or designee for uploading to the  
9 Centralized System as described in section III. of this Stipulated Judgment.
- 10 e) All investigators, including third-party investigators, are required to:
- 11 i. Take contemporaneous notes during intake and interviews and provide those  
12 notes to the Chief Compliance Officer or designee for uploading to the  
13 Centralized System; and
- 14 ii. Receive and review any and all prior investigative files and outcomes during  
15 the investigation.
- 16 f) If the OAG finds that any investigation conducted by any investigator is  
17 inadequate, the District shall retrain the investigator within 60 days. If, after  
18 retraining, the OAG finds that the investigator is still unable to conduct a legally  
19 adequate investigation, the District shall cease using the investigator.
- 20 g) Within 60 days of the OAG's provision of the training materials and/or within 30  
21 days of any OAG-approved modification of the training materials, the District  
22 shall make a summary of the training materials created for the purposes of the  
23 Stipulated Judgment publicly available on its website and otherwise comply with  
24 federal and state law regarding posting of training materials related to sexual  
25 assault, harassment, and abuse.

26 26. Within 30 days of this Stipulated Judgment's effective date, the District shall require  
27 that the Superintendent and the Superintendent's cabinet, including the Chief Compliance Officer,  
28 meet on a weekly basis to review and discuss all oral and written reports and complaints of sexual

1 harassment, abuse, and assault, including those submitted anonymously (the weekly cabinet  
2 discussion). Agendas and notes from the weekly cabinet discussion related to complaints of  
3 sexual harassment, abuse, and assault shall be provided to the OAG on a monthly basis, as  
4 discussed in ¶ 87 of this Stipulated Judgment. The Superintendent shall ensure that the weekly  
5 cabinet discussion is an agenda item at each weekly cabinet meeting, and shall include:

- 6 a) A synopsis of each new complaint of sexual harassment, abuse, and assault, or  
7 violation of the Boundaries Policy, including those submitted anonymously;
- 8 b) An assessment of whether the requirements to notify the complainant in writing of  
9 options for filing a formal complaint along with supportive measures were timely  
10 provided and as to whether to file a formal complaint under Title IX and AR  
11 5145.71—Title IX Sexual Harassment Complaint Procedures on behalf of any  
12 complainant who chose not to do so;
- 13 c) An overview of the relevant timelines for each complaint, including applicable  
14 deadlines under the UCP, Title IX, and CANRA for the preparation and  
15 dissemination of notices, reports, decisions, and appeals, and whether the District  
16 is in compliance with those applicable deadlines as to each complaint; and
- 17 d) An assessment of the interim or supportive measures offered for each complaint,  
18 and whether there is a need for additional interim or supportive measures.

### 19 **III. CENTRALIZED TRACKING AND RESPONSE SYSTEM**

20 27. By August 1, 2026, the District shall provide, for the OAG’s review and approval, a  
21 proposed centralized, electronic tracking and response system (the Centralized System) for all  
22 oral and written reports and complaints of sex discrimination, and sexual harassment, assault,  
23 intimidation, or abuse, of students of the District, or violations of the Boundaries Policy, and any  
24 retaliation related to the submission of such reports and complaints, including those submitted  
25 anonymously.

- 26 a) The District shall implement the Centralized System following approval by the  
27 OAG and the Board of Trustees. Prior to implementation of the Centralized  
28 System, the District will electronically track all oral and written reports and

1 complaints of sex discrimination, and sexual harassment, assault, intimidation, or  
2 abuse, of students of the District, or violations of the Boundaries Policy, and any  
3 retaliation related to the submission of such reports and complaints, via a  
4 spreadsheet or log and shall provide the OAG access to the spreadsheet or log.

5 b) The Centralized System shall include a web-based option for the submission of  
6 complaints online, which shall provide an automatic response upon the submission  
7 of an online complaint informing the person who submitted the complaint of the  
8 District's policies and procedures governing complaints alleging sexual  
9 harassment, assault, or abuse, or violations of the Boundaries Policy, including  
10 how to file a complaint and contact information for the Chief Compliance Officer.

11 c) The Centralized System shall also be used for case management and resolution,  
12 and all documents provided or generated during an investigation or appeal,  
13 including all investigation notes and correspondence by any individual, shall be  
14 uploaded to and stored in the Centralized System, including:

- 15 i. Notes taken during intake, interviews with the parties and other witnesses, and  
16 investigations notes;
- 17 ii. Notices issued and correspondence with parties;
- 18 iii. Interim/supportive measures offered/provided to complainants;
- 19 iv. Investigation findings and reports;
- 20 v. Interim and/or final written reports and proof of transmission to parties;
- 21 vi. Documents reflecting any and all actions taken by the District to resolve the  
22 complaint; and
- 23 vii. Documents relating to any appeal of the District's resolution of the complaint  
24 by either party.

25 d) For any individual still employed by the District on or after July 1, 2021, and for  
26 individuals identified by the OAG who were employed by the District between  
27 January 1, 2018 and July 1, 2021, the District shall ensure that all paper copies of  
28 the following documents are digitized and uploaded into the Centralized System:

- 1 i. Personnel records related to allegations of sexual harassment, sexual assault,  
2 sexual abuse, or violations of the Boundaries Policy;
- 3 ii. Investigation files related to allegations of sexual harassment, sexual assault,  
4 sexual abuse, or violations of the Boundaries Policy; and
- 5 iii. Any documents related to the District’s response to allegations of sexual  
6 harassment, sexual assault, sexual abuse, or violations of the Boundaries  
7 Policy.
- 8 e) The District shall identify and memorialize any complaints not currently  
9 memorialized and upload these complaints, along with all documents described in  
10 ¶ 27(b) of this Stipulated Judgment, into the Centralized System.
- 11 f) The District shall transfer all complaints currently retained at District sites and  
12 place them in a centralized electronic location in the District Office by April 1,  
13 2026 and then upload them into the Centralized System by the start of the 2026-  
14 2027 school year or within 30 days of implementation of that system.
- 15 g) Documents stored in the Centralized System shall be retained for a minimum of  
16 seven years.

17 28. Within 60 days of the OAG’s approval of the fully implemented Centralized System,  
18 the District shall provide, for the OAG’s review and approval, training materials on the use of the  
19 Centralized System and a list of staff whose job duties will include using the Centralized System.

- 20 a) The District shall train all staff who will use the Centralized System and  
21 implement the Centralized System within 60 days of the OAG’s approval of the  
22 training materials. Such trainings shall be provided on an annual basis thereafter,  
23 with refresher trainings provided when the Chief Compliance Officer determines  
24 that they are needed.

25 **IV. PROCEDURES SUMMARY**

26 29. Unless otherwise specified below, within 60 days of promulgating all of the new and  
27 revised BPs and ARs required under section V. of this Stipulated Judgment, and all policies,  
28 procedures, and protocols required under section VI. of this Stipulated Judgment, the District

1 shall provide, for the OAG to review and approve, a comprehensive summary (the Procedures  
2 Summary) of the District’s procedures for receiving, investigating, and resolving complaints  
3 alleging sexual harassment, assault, or abuse of students of the District.

4 30. Within 30 days of the OAG’s approval of the Procedures Summary, the District shall  
5 provide all staff, students, and parents/guardians with the Procedures Summary with links to the  
6 relevant BPs/ARs under section V. of this Stipulated Judgment, and all policies, procedures, and  
7 protocols required under section VI. of this Stipulated Judgment via email.

8 31. The District shall make the Procedures Summary, as well as all new and revised  
9 BP/ARs under section V. of this Stipulated Judgment, and any policies, procedures, and protocols  
10 under section VI. of this Stipulated Judgment available on its website and in any printed materials  
11 that it provides or makes available to staff, students, or parents/guardians.

12 32. The District shall require staff to confirm receipt of the Procedures Summary, and  
13 affirm that they have reviewed the Procedures Summary, the new and revised BPs/ARs under  
14 section V. of this Stipulated Judgment, and the policies, procedures, and protocols under section  
15 VI. of this Stipulated Judgment and understand the content. The District shall also discuss the  
16 Procedures Summary, the new and revised BPs and ARs under section V. of this Stipulated  
17 Judgment, and the final policies, procedures, and protocols under section VI. of this Stipulated  
18 Judgment, during the next scheduled staff meeting, and shall provide proof to the OAG that all  
19 staff in active status have confirmed receipt and acknowledged their understanding within 30 days  
20 of distribution. If a staff member moves from inactive status to active status, the District shall  
21 provide proof to the OAG that the staff member has confirmed receipt and acknowledged their  
22 understanding within 30 days of the staff member’s change to active status.

23 **V. REVISIONS TO BOARD POLICIES AND ADMINISTRATIVE**  
24 **REGULATIONS**

25 **A. Chief Compliance Officer**

26 33. Within 60 days of the Chief Compliance Officer’s start of employment, the District  
27 shall provide, for the OAG’s review and approval, a memorandum to District staff describing all  
28 responsibilities of the Chief Compliance Officer as described in ¶ 18 of this Stipulated Judgment.

- 1 a) Within 60 days of the OAG’s approval, the District shall circulate the  
2 memorandum to all staff.

3 **B. Designation of Title IX Decision-Maker and Appellate Decision-Maker**

4 34. Within 60 days of this Stipulated Judgment’s effective date, the District shall provide,  
5 for the OAG’s review and approval, draft revisions to its BPs and ARs that give effect to the  
6 requirements of ¶¶ 21 and 23 of this Stipulated Judgment concerning the designation of the Title  
7 IX Decision-Maker and Appellate Decision-Maker.

- 8 a) Within 90 days of the OAG’s approval, the District shall promulgate the revised  
9 BPs and ARs. Any further revisions to these BPs and ARs shall be subject to the  
10 approval of the OAG.

11 **C. BP/AR 1312.3—Uniform Complaint Procedures**

12 35. Within 60 days of this Stipulated Judgment’s effective date, the District shall provide,  
13 for the OAG’s review and approval, draft revised versions of its BP/AR 1312.3—Uniform  
14 Complaint Procedures that:

- 15 a) Explicitly state the District is obligated to prevent retaliation against any  
16 complainant, and must protect such complainants from retaliation and preserve  
17 their confidentiality, and the District shall use the UCP and BP/AR 1312.3—  
18 Uniform Complaint Procedures to investigate and resolve complaints alleging  
19 retaliation;
- 20 b) Explicitly state that the District will provide parents/guardians with notice and an  
21 explanation of the District’s grievance procedures prior to any interviews or  
22 investigation;
- 23 c) Require the Chief Compliance Officer, in the event of a complaint involving a  
24 student with a disability, to consult with relevant members of that student’s  
25 Individualized Education Program (IEP) team and/or Section 504 team throughout  
26 the process of investigating and resolving the complaint and ensure that the student  
27 with a disability is not discriminated against on the basis of disability, including  
28 with respect to requests for supportive measures and remedies;

- 1 d) Direct the District to offer appellate rights to the complainant and respondent;
- 2 e) Explicitly state that:
- 3 i. All complaints of sexual harassment brought by, on behalf of, or against
- 4 students shall be investigated and resolved to determine whether the complaint
- 5 reasonably constitutes “sexual harassment” under both federal law (as set forth
- 6 in 34 C.F.R. § 106.30 (2020)) and state law (as set forth in Ed. Code, § 212.5);
- 7 ii. If the District determines the complaint of sexual harassment reasonably
- 8 constitutes sex discrimination under the federal definition of “sexual
- 9 harassment” as set forth in 34 Code of Federal Regulations part 106.30 (2020),
- 10 the allegations in the complaint shall be investigated and resolved under AR
- 11 5145.71—Title IX Sexual Harassment Complaint Procedures; and
- 12 iii. If the District determines the complaint of sexual harassment does not meet the
- 13 definition of “sexual harassment” as set forth in 34 Code of Federal
- 14 Regulations part 106.30 (2020), then the District must determine whether the
- 15 complaint reasonably constitutes sexual harassment as set forth in Education
- 16 Code section 212.5. In so doing, the allegations in the complaint shall be
- 17 investigated and resolved under BP/AR 1312.3—Uniform Complaint
- 18 Procedures;
- 19 f) Require that all documents received or generated during the investigation,
- 20 resolution, and District appeal process of any complaint resolved under BP/AR
- 21 1312.3—Uniform Complaint Procedures be uploaded to the Centralized System,
- 22 as described in ¶ 27 of this Stipulated Judgment, and document in the Centralized
- 23 System its decision-making process at each stage of the District’s investigation,
- 24 including:
- 25 i. Whether the District determines an investigation under the UCP is appropriate;
- 26 ii. Whether interim measures are offered and provided;
- 27 iii. Whether the filing of a CANRA report was necessary; and
- 28

- 1           iv. Whether the District’s investigation triggered additional obligations under the  
2           UCP and/or BP/AR 1312.3—Uniform Complaint Procedures to previously-  
3           unknown complainants;
- 4           g) State that the District may use a third-party investigator for the purposes of  
5           completing a UCP or Title IX investigation, provided that:
- 6           i. All investigators are subject to approval of the OAG and shall receive training  
7           approved by the OAG;
- 8           ii. All investigations of allegations of sexual harassment, assault, or abuse of  
9           students or violations of the Boundaries Policy shall be conducted under the  
10           oversight and in consultation with the Chief Compliance Officer;
- 11           iii. All investigators are required to:
- 12               1. Take contemporaneous notes during intake and interviews and provide  
13               those notes to the Chief Compliance Officer for uploading to the  
14               Centralized System; and
- 15               2. Receive and review any and all prior investigative files and outcomes  
16               during the investigation;
- 17           iv. When using a third-party investigator, the District shall follow its obligations  
18           under state and federal law and all applicable District policies and procedures,  
19           including by providing all evidence that is directly related to the allegations,  
20           whether inculpatory or exculpatory, or obtained from a party or other source,  
21           to the complainant; and providing the findings, conclusions, investigative  
22           report, and final report to the complainant;
- 23           v. The District may use a third-party investigator to assess the District’s civil  
24           liability, unless doing so would violate, conflict with, or impede the District’s  
25           obligations to investigate and resolve complaints under state and federal law  
26           and the District’s own policies and procedures.
- 27  
28

- 1 h) Explicitly permit the filing of UCP complaints by third parties on behalf of alleged  
2 individual victims to the extent required under section 4600, subdivisions (d) and  
3 (e) of Title 5 of the California Code of Regulations;
- 4 i) Provide that any school personnel who witness or receive an oral complaint of  
5 harassment, discrimination, or retaliation shall immediately notify the Chief  
6 Compliance Officer and, once notified, the Chief Compliance Officer or trained  
7 designee shall enter the complaint in the Centralized System;
- 8 j) Provide for express notification to all parties that the mediation process is  
9 voluntary, but that mediation shall not be offered when the complaint involves  
10 sexual harassment, assault, or abuse of a student by a staff member, to resolve any  
11 complaint involving an allegation of sexual assault, or where there is a reasonable  
12 risk that a party to the mediation would feel compelled to participate;
- 13 k) Provide that in the event of a parallel investigation by a law enforcement agency:
- 14 i. The District may delay initiating an investigation provided that the District  
15 notifies the complainant of its intention to delay initiating its investigation, the  
16 reason for and time period of the delay, and the complainant agrees, but under  
17 no circumstances shall the District delay inception of its investigation by  
18 longer than 60 days without prior authorization from the OAG;
- 19 ii. The District shall not delay the mandatory provision of interim and/or  
20 supportive measures to the complainant or alleged victim and/or take other  
21 necessary actions to protect the complainant or alleged victim from further  
22 harm;
- 23 iii. The Chief Compliance Officer shall make and document in the Centralized  
24 System weekly inquiries with the relevant law enforcement agency as to the  
25 status of the investigation, and whether the investigation in question has  
26 concluded; and
- 27 iv. A law enforcement agency's decision not to recommend criminal charges at the  
28 conclusion of an investigation does not excuse the District from any of its

1 independent obligations under AR 1312.3—Uniform Complaint Procedures or  
2 the UCP;

- 3 l) Require the recusal and substitution of the Chief Compliance Officer, investigator  
4 and any other participant from any investigation in which they have, or would be  
5 perceived by a reasonable observer as having, a conflict of interest;
- 6 m) Explicitly state that the District shall provide follow-up procedures to prevent  
7 recurrence or retaliation and for reporting any subsequent problems to protect  
8 individuals from retaliation and promote reporting; and
- 9 n) Require the Chief Compliance Officer to maintain in the Centralized System a  
10 record of all subsequent actions taken in relation to any complaint received.

11 36. Within 90 days of the OAG’s approval of the draft BP and AR, the District shall  
12 promulgate the revised BP/AR 1312.3—Uniform Complaint Procedures.

- 13 a) The District shall make best efforts to ensure that the revised BP/AR 1312.3 is  
14 placed on the agenda for consideration by the District Board of Trustees at the next  
15 regular Board meeting following the OAG’s approval of the draft BP and AR.
- 16 b) Any further revisions to BP/AR 1312.3 shall be subject to approval of the OAG.

17 **D. BP/AR 5145.3—Nondiscrimination/Harassment**

18 37. Within 60 days of this Stipulated Judgment’s effective date, the District shall provide,  
19 for the OAG to review and approve, a revised draft of BP/AR 5145.3 (Notice of  
20 Nondiscrimination) that:

- 21 a) Provides that, consistent with Education Code section 48900, subdivision (s)(2),  
22 BP/AR 5145.3 applies to student conduct occurring on the way to and from  
23 school;
- 24 b) Complies with 34 Code of Federal Regulations part 106.8 (2020) and any  
25 superseding regulations;
- 26 c) States that all employees should report incidents immediately to both the Chief  
27 Compliance Officer and the principal;
- 28

- 1 d) Explicitly states that the District is obligated to investigate all complaints  
2 “regardless of whether a complainant complies with the writing, timeline, and/or  
3 other formal filing requirements,” pursuant to BP/AR 5145.3—  
4 Nondiscrimination/Harassment and BP/AR 5145.7—Sexual Harassment; and  
5 e) References both the federal law’s prohibition on discrimination and complainant’s  
6 ability to file a federal complaint.

7 38. Within 90 days of the OAG’s approval, the District shall promulgate the revised BP  
8 and AR, and the revised Notice of Nondiscrimination shall be distributed by electronic mail to all  
9 staff, students, parents, and guardians, and post the same on its website. Any further revisions to  
10 the Notice of Nondiscrimination shall be subject to the OAG’s approval.

11 **E. BP/AR 4060—Employee - Student Interaction (the Boundaries Policy)**

12 39. Within 60 days of this Stipulated Judgment’s effective date, the District shall provide,  
13 for the OAG’s approval, a draft revised version of its BP/AR 4060—Employee - Student  
14 Interaction (the Boundaries Policy) that:

- 15 a) Provides that the District shall use the procedures set forth in its AR 1312.3—  
16 Uniform Complaint Procedures to investigate all alleged Boundaries Policy  
17 violations, unless the alleged violation may constitute sexual harassment under 34  
18 Code of Federal Regulations part 106.30 (2020), in which case the District shall  
19 investigate the alleged violation using the procedures set forth in its AR 5145.71—  
20 Title IX Sexual Harassment Complaint Procedures; and  
21 b) Requires the District to make its best effort to provide telephonic notification to  
22 the parent/guardian of the student complainant prior to interviewing any minor  
23 student complainant in any case involving alleged Boundaries Policy violations.

24 40. Within 90 calendar days of the OAG’s approval of the draft Boundaries Policy, the  
25 District shall promulgate the revised Boundaries Policy. Any further revisions to the Boundaries  
26 Policy shall be subject to the approval of the OAG.

27  
28

1           **F.   BP/AR 4119.11—Sexual Harassment (Certificated), BP/AR 4219.11—**  
2           **Sexual Harassment (Classified), BP/AR 4319.11— Sexual Harassment**  
3           **(Administrative & Supervisory), AR 4119.12—Title IX Sexual Harassment**  
4           **Complaint Procedures (Certificated), AR 4219.12—Title IX Sexual**  
5           **Harassment Complaint Procedures (Classified), AR 4319.12—Title IX**  
6           **Sexual Harassment Complaint Procedures (Administrative &**  
7           **Supervisory), and BP/AR 4030—Nondiscrimination in Employment**

8           41. Within 60 days of this Stipulated Judgment’s effective date, the District shall provide,  
9           for the OAG to review and approve, draft revised versions of its BP/AR 4119.11—Sexual  
10           Harassment (Certificated), BP/AR 4219.11—Sexual Harassment (Classified), BP/AR 4319.11—  
11           Sexual Harassment (Administrative & Supervisory), AR 4119.12—Title IX Sexual Harassment  
12           Complaint Procedure (Certificated), AR 4219.12—Title IX Sexual Harassment Complaint  
13           Procedure (Classified), AR 4319.12—Title IX Sexual Harassment Complaint Procedure  
14           (Administrative & Supervisory), and BP/AR 4030—Nondiscrimination in Employment to state  
15           that:

- 16                   a) These BPs and ARs shall not be used to resolve complaints brought by, on behalf  
17                   of, or against students; and  
18                   b) All complaints of sexual harassment brought by, on behalf of, or against students  
19                   shall be investigated and resolved pursuant to AR 1312.3—Uniform Complaint  
20                   Procedures and/or AR 5145.71—Title IX Sexual Harassment Complaint  
21                   Procedures and shall determine whether the complaint reasonably constitutes  
22                   “sexual harassment” under both federal law (as set forth in 34 C.F.R. § 106.30  
23                   (2020)) and state law (as set forth in Ed. Code, § 212.5).

24           42. Within 90 days of the OAG’s approval of the drafts, the District shall promulgate the  
25           revised BP/AR 4119.11, 4219.11, 4319.11, 4119.12, 4219.12, 4319.12, and 4030. Any further  
26           revisions to these BPs and ARs shall be subject to the approval of the OAG.

27           **G.   AR 4112.5—Criminal Records Check (Certificated), AR 4212.5—Criminal**  
28           **Records Check (Classified), and AR 4312.5—Criminal Records Check**  
              **(Administrative & Supervisory)**

              43. Within 60 days of this Stipulated Judgment’s effective date, the District shall provide,  
              for the OAG to review and approve, draft revised versions of its AR 4112.5—Criminal Records

1 Check (Certificated), AR 4212.5—Criminal Records Check (Classified), and AR 4312.5—  
2 Criminal Records Check (Administrative & Supervisory) to state that:

- 3 a) Consistent with Education Code section 44836, subdivision (a)(1), the District  
4 shall not hire or retain any employee who has been convicted of a sex offense as  
5 defined in Education Code section 44010; and
- 6 b) Upon receiving written notification from a District Attorney’s Office that a current  
7 staff member has been criminally charged with an offense involving sexual abuse,  
8 assault, molestation, or exploitation, or the production or possession of child sex-  
9 abuse imagery involving a current student in the District, the District shall  
10 promptly disseminate a notice to staff, students, parents, and guardians, and  
11 encourage anyone who has additional information to make a report to the Chief  
12 Compliance Officer.
- 13 c) Upon receiving written notification from a District Attorney’s Office that a former  
14 staff member has been criminally charged with an offense involving sexual abuse,  
15 assault, molestation, or exploitation, or the production or possession of child sex-  
16 abuse imagery involving a student in the District, the District shall make the  
17 required CANRA notification and make a written request to relevant law  
18 enforcement agencies to disseminate a notice to the public. If such notice is  
19 disseminated, the District shall promptly disseminate the notice to staff, students,  
20 parents, and guardians, and encourage anyone who has additional information to,  
21 among other things, make a report to the Chief Compliance Officer.

22 44. As to ¶ 43(b), the District shall promulgate the revised AR 4112.5—Criminal  
23 Records Check (Certificated), AR 4212.5—Criminal Records Check (Classified), and AR  
24 4312.5—Criminal Records Check (Administrative & Supervisory) contingent upon completion of  
25 the District’s collective bargaining obligations with the El Monte Union Educators Association  
26 (EMUEA), the El Monte Union Educators Association Adult Education Unit (EMUEA-AE) and  
27 the California School Employees Association Chapter No. 11 (CSEA), as required by the  
28 Educational Employment Relations Act (EERA) (Gov. Code, § 3540 et seq.)

1 45. Any further revisions to these ARs shall be subject to the approval of the OAG.

2 **H. BP/AR 5145.7—Sexual Harassment**

3 46. Within 60 days of this Stipulated Judgment’s effective date, the District shall provide,  
4 for the OAG to review and approve, a revised draft of BP/AR 5145.7—Sexual Harassment to  
5 state that:

- 6 a) All employees should report incidents immediately to both the Chief Compliance  
7 Officer and the principal; and  
8 b) The District is obligated to investigate all complaints “regardless of whether a  
9 complainant complies with the writing, timeline, and/or other formal filing  
10 requirements,” pursuant to BP/AR 5145.3—Nondiscrimination/Harassment and  
11 BP/AR 5145.7—Sexual Harassment.

12 47. Within 60 days of this Stipulated Judgment’s effective date, the District shall provide,  
13 for the OAG to review and approve, draft revised versions of its AR 5145.7 that states that the  
14 District is required to create a poster notifying students of the District’s policy on sexual  
15 harassment, and prominently post it in each bathroom and locker room at each school site in  
16 compliance with Education Code section 231.6, and that each poster includes the following  
17 language:

18 *The District’s Chief Compliance Officer shall review the allegations to determine*  
19 *the applicable procedure for responding to the complaint. All complaints that meet*  
20 *the definition of sexual harassment under Title IX shall be investigated and*  
21 *resolved in accordance with AR 5145.71—Title IX Sexual Harassment Complaint*  
22 *Procedures. Other sexual harassment complaints shall be investigated and*  
23 *resolved pursuant to BP/AR 1312.3—Uniform Complaint Procedures.*

24 *State law defines sexual harassment as “[u]nwelcome sexual advances, requests*  
25 *for sexual favors, and other verbal, visual, or physical conduct of a sexual*  
26 *nature,” where the conduct has “a negative impact upon the individual’s work or*  
27 *academic performance, or of creating an intimidating, hostile, or offensive work*  
28 *or educational environment[.]” (Ed. Code, § 212.5.)*

1 *Federal law defines sexual harassment as the following:*

2 *Conduct on the basis of sex that satisfies one or more of the following:*

- 3 *1. An employee of the recipient conditioning the provision of an aid, benefit,*  
4 *or service of the recipient on an individual's participation in unwelcome*  
5 *sexual conduct;*
- 6 *2. Unwelcome conduct determined by a reasonable person to be so severe,*  
7 *pervasive, and objectively offensive that it effectively denies a person equal*  
8 *access to the recipient's education program or activity; or*
- 9 *3. "Sexual assault" as defined in 20 U.S.C. § 1092(f)(6)(A)(v), "dating*  
10 *violence" as defined in 34 U.S.C. § 12291(a)(10), "domestic violence" as*  
11 *defined in 34 U.S.C. § 12291(a)(8), or "stalking" as defined in 34 U.S.C. §*  
12 *12291(a)(30).*

13 *(34 C.F.R. § 106.30 (2020).)*

14 48. Within 90 days of the OAG's approval of the drafts, the District shall promulgate the  
15 revised BP/AR 5145.7. Any further revisions to this BP/AR shall be subject to the approval of the  
16 OAG.

17 **I. AR 5145.71—Title IX Sexual Harassment Complaint Procedures**

18 49. Within 60 days of this Stipulated Judgment's effective date, the District shall provide,  
19 for the OAG to review and approve, draft revised versions of its AR 5145.71—Title IX Sexual  
20 Harassment Complaint Procedures that:

- 21 a) Provide that parents/guardians be provided notice of complaints of sexual  
22 harassment involving their child.
- 23 b) Revises the current language, which requires the Decision-Maker to use the  
24 "preponderance of the evidence" standard for all formal complaints of "sexual  
25 harassment" to formal complaints of "sex-based discrimination."
- 26 c) Specify that, in the event a student has a disability, the District shall consult with  
27 relevant members of the student's IEP team, including the following language:  
28

1                    *In the event of a complaint involving a student with a disability, the Chief*  
2                    *Compliance Officer shall consult with relevant members of the student’s*  
3                    *IEP team and/or Section 504 team throughout the process of investigating*  
4                    *and resolving the complaint and ensure that the student with a disability is*  
5                    *not discriminated against on the basis of disability, including with respect*  
6                    *to requests for supportive measures and remedies.*

7                    d) Explicitly state that:

- 8                    i. All complaints of sexual harassment brought by, on behalf of, or against  
9                    students shall be investigated and resolved to determine whether the complaint  
10                    reasonably constitutes “sexual harassment” under both federal law (as set forth  
11                    in 34 C.F.R. § 106.30 (2020)) and state law (as set forth in Ed. Code, § 212.5);  
12                    ii. If the District determines the complaint of sexual harassment reasonably  
13                    constitutes sex discrimination under the federal definition of “sexual  
14                    harassment” as set forth in 34 Code of Federal Regulations part 106.30 (2020),  
15                    the allegations in the complaint shall be investigated and resolved under AR  
16                    5145.71—Title IX Sexual Harassment Complaint Procedures; and  
17                    iii. If the District determines the complaint of sexual harassment does not meet the  
18                    definition of “sexual harassment” as set forth in 34 Code of Federal  
19                    Regulations part 106.30 (2020), then the District must determine whether the  
20                    complaint reasonably constitutes sexual harassment as set forth in Education  
21                    Code section 212.5. In so doing, the allegations in the complaint shall be  
22                    investigated and resolved under BP/AR 1312.3—Uniform Complaint  
23                    Procedures;

- 24                    e) Require that all documents received or generated during the investigation,  
25                    resolution, and appeal of any complaint resolved under AR 5145.71—Title IX  
26                    Sexual Harassment Complaint Procedures be uploaded to the Centralized System,  
27                    as described in ¶ 27 of this Stipulated Judgment, and document in the Centralized  
28

1 System its decision-making process at each stage of the District’s investigation,  
2 including:

- 3 i. Whether the District determines an investigation under Title IX is appropriate;
- 4 ii. Whether supportive measures were offered and provided, and what supportive  
5 measures the District determined were clearly unreasonable in light of the  
6 known circumstances;
- 7 iii. Whether the filing of a CANRA report was necessary; and
- 8 iv. Whether the District’s investigation triggered additional obligations under Title  
9 IX and/or AR 5145.71—Title IX Sexual Harassment Complaint Procedures to  
10 previously-unknown complainants; and
- 11 v. A record of all subsequent actions taken in relation to any complaint received.
- 12 f) Comply with the procedural requirements set forth in 34 Code of Federal  
13 Regulations part 106.45 (2020) and any superseding regulation;
- 14 g) Provide that in the event of a parallel investigation by a law enforcement agency:
  - 15 i. The District may delay initiating an investigation provided that the District  
16 notifies the complainant of its intention to delay initiating its investigation, the  
17 reason for and time period of the delay, and the complainant agrees, but under  
18 no circumstances shall the District delay inception of its investigation by  
19 longer than 60 days without prior authorization from the OAG;
  - 20 ii. The District shall not delay notice of complaint filing options or the immediate  
21 provision of interim and/or supportive measures to the complainant or alleged  
22 victim;
  - 23 iii. The Chief Compliance Officer shall make and document weekly inquiries with  
24 the relevant law enforcement agency as to the status of the investigation, and  
25 whether the investigation in question has concluded; and
  - 26 iv. A law enforcement agency’s decision not to recommend criminal charges at the  
27 conclusion of an investigation does not excuse the District from any of its  
28

1 independent obligations under BP/AR 5145.7—Sexual Harassment, AR  
2 5145.71—Title IX Sexual Harassment Complaint Procedures, and Title IX;

3 h) State that the District may use a third-party investigator for the purposes of  
4 completing a Title IX investigation provided that:

5 i. All investigators are subject to approval of the OAG and shall show proof of  
6 training approved by the OAG;

7 ii. All investigations of allegations of sexual harassment, assault, or abuse of  
8 students or violations of the Boundaries Policy shall be conducted under the  
9 oversight and in consultation with the Chief Compliance Officer;

10 iii. All investigators are required to:

11 1. Take contemporaneous notes during intake and interviews and provide  
12 those notes to the Chief Compliance Officer or designee for uploading to  
13 the Centralized System; and

14 2. Receive and review any and all prior investigative files and outcomes  
15 during the investigation;

16 iv. When using a third-party investigator, the District shall follow its obligations  
17 under state and federal law and all applicable District policies and procedures,  
18 including by providing all evidence that is directly related to the allegations,  
19 whether inculpatory or exculpatory, or obtained from a party or other source,  
20 to the parties; and providing the findings, conclusions, investigative report, and  
21 final report to the complainant and respondent;

22 v. When using a third-party investigator to investigate and resolve such  
23 complaints, the District shall not require, allow, rely upon, or otherwise use  
24 questions or evidence that constitute, or seek disclosure of, information  
25 protected under a legally recognized privilege; and

26 vi. The District may use a third-party investigator to assess the District's civil  
27 liability, unless doing so would violate, conflict with, or impede the District's  
28

1 obligations to investigate and resolve complaints under state and federal law  
2 and the District's own policies and procedures.

- 3 i) Require the recusal and substitution of the Chief Compliance Officer, Title IX  
4 Decision-Maker, investigator and any other participant from any investigation in  
5 which they have, or would be perceived by a reasonable observer as having, a  
6 conflict of interest;
- 7 j) Ensure that all parties are protected from retaliation and that the identity of all  
8 parties alleging discrimination, harassment, intimidation or bullying remain  
9 confidential as appropriate and except as required by law;
- 10 k) Explicitly require that the confidentiality and integrity of investigations is carried  
11 out in accordance with federal and state law, including in a manner that protects  
12 the confidentiality of the identity of the complainant to the extent possible, and  
13 that the supportive measures offered also remain confidential;
- 14 l) Explicitly state that the Title IX Coordinator is responsible for effective  
15 implementation of any remedies;
- 16 m) Require, in the event of sustained allegations, all investigation reports to also  
17 include corrective actions consistent with requirements of existing law and the  
18 District's remedy to all affected pupils designed to restore or preserve equal  
19 access; and
- 20 n) Require that the Decision-Maker reviews all prior discipline in order to assess  
21 appropriate progressive discipline.

22 50. Within 90 calendar days of the OAG's approval of the drafts, the District shall  
23 promulgate the revised AR 5145.71—Title IX Sexual Harassment Complaint Procedures.

- 24 a) The District shall make best efforts to ensure that the revised AR 5145.71 is placed  
25 on the agenda for consideration by the District Board of Trustees at the next  
26 regular Board meeting following the OAG's approval of the draft AR.
- 27 b) Any further revisions to AR 5145.71 shall be subject to the approval of the OAG.  
28

1           **J.    AR 3515.6 - Criminal Background Check for Contractors**

2           51. Within 60 days of this Stipulated Judgment’s effective date, the District shall provide,  
3 for the OAG to review and approve, draft revised versions of its AR 3515.6—Criminal  
4 Background Checks for Contractors that require that:

- 5           a) The District is prohibited from contracting with an entity whose employees do not  
6           have a valid criminal records summary in compliance with Education Code section  
7           45125.1. Upon learning that a contractor’s employee was convicted of a sex  
8           offense, the District will ensure that the contractor’s employee is immediately  
9           removed and banned from all District property; and
- 10          b) The District is required to verify, before any contractor’s employees who may  
11          have contact with students, that the contractor’s employee has a valid criminal  
12          record check on file with the contracting entity.

13          52. Within 90 days of the OAG’s approval of the drafts, the District shall promulgate the  
14 draft AR. Any further revisions to any ARs promulgated or amended pursuant to ¶ 51 of this  
15 Stipulated Judgment shall be subject to the approval of the OAG.

16           **VI.   POLICIES, PROCEDURES, AND PROTOCOLS**

17           **A.    Prevention of Sexual Harassment and Abuse**

18          53. The OAG has provided the District with a proposed policy regarding the confidential  
19 handling, storage, and deletion of sensitive photos, animated images, audio recordings, and video  
20 recordings of students, including but not limited to photos in which students appear fully or  
21 partially nude, obtained during the course of investigations.

- 22          a) Within 30 days of this Stipulated Judgment’s effective date, the District shall  
23          commence its collective bargaining obligations with the EMUEA, EMUEA AE,  
24          and CSEA pursuant to the EERA to adopt the proposed policy.
- 25          b) Within 15 days of the conclusion of the collective bargaining process, the District  
26          shall provide the policy for the OAG to review and approve the policy. Within 30  
27          days of OAG approval, the District shall promulgate the policy.
- 28          c) Any further revisions to this policy shall be subject to the approval of the OAG.

1           54. Within 180 days of the effective date of this Stipulated Judgment, the District shall  
2 provide, for the OAG to review and approve, a plan for increasing peer support for students.  
3 Upon the OAG’s approval, the District shall implement the plan District-wide at each of its  
4 school sites serving minor students.

5           55. Within 180 days of the effective date of this Stipulated Judgment, the District shall  
6 provide, for the OAG to review and approve, revisions to existing BPs and ARs to reflect new  
7 requirements in Education Code reflected in Senate Bill 848 (2025-2026 Reg. Sess.), which,  
8 among other things:

- 9           a) Expands the list of mandated reporters to include any District employee, volunteer,  
10           or governing board or body member of the District. (Ed. Code, § 11165.7.) A  
11           volunteer is defined as any person who is over 18 years of age and who interacts  
12           with pupils outside of the immediate supervision and control of the pupil’s parent  
13           or guardian or a school employee. (Ed. Code, § 11165.7, subd. (a).)
- 14           b) Requires the District to conduct background checks of noncertificated employees  
15           and applicants, including requiring noncertificated employees and applicants to  
16           provide a complete list of school districts and related positions in which the  
17           applicant has previously been employed, and further requires the District to  
18           contact those prior employers to inquire as to whether the individual engaged in  
19           egregious misconduct. (Ed. Code, §§ 44051-44052.)
- 20           c) Requires the District to adopt written policies that promote safe environments for  
21           pupil learning and engagement, including policies that:
  - 22           i. Explicitly address professional boundaries (1) between pupils and school  
23           employees, adult volunteers, and school contractors; (2) among and between  
24           pupils; and (3) among and between adults employed, volunteering, or under  
25           contract (Ed. Code, § 32100, subd. (b)(1)(A));
  - 26           ii. Establish appropriate limits on contact during or outside of the school day  
27           between pupils and school employees, volunteers, and school contractors via  
28           social media internet platforms, text messaging, and other forms of

1 communication that do not otherwise include the pupil's parent or guardian  
2 (Ed. Code, § 32100, subd. (b)(1)(B)); and

3 iii. Address school facilities, and the furnishing of school facilities, that address  
4 classroom and non-classroom environments to promote safe environments for  
5 learning and engagement that are easily supervised (Ed. Code, § 32100, subd.  
6 (b)(2)).

7 d) Requires the District to create or modify its comprehensive school safety plan to  
8 include child abuse or neglect reporting procedures and procedures specifically  
9 designed to address the supervision and protection of children from child abuse or  
10 neglect and/or sex offenses. (Ed. Code, § 32282, subd. (a)(2)(A)(ii).)

11 **B. Response to Oral Reports or Complaints**

12 56. Within 90 days of this Stipulated Judgment's effective date, the District shall provide,  
13 for the OAG to review and approve, a form that all staff shall be required to complete and submit  
14 to the Chief Compliance Officer upon receiving an oral report or complaint involving sexual  
15 harassment or abuse. The form shall be available to staff in both written and electronic form.  
16 Upon receipt, the Chief Compliance Officer shall ensure that the form is immediately entered into  
17 the Centralized System.

18 57. Within 90 days of this Stipulated Judgment's effective date, the District shall provide,  
19 for the OAG to review and approve, a standardized written response (the Notice of Rights Form)  
20 that shall be provided to any individual who makes an oral report or complaint of sexual  
21 harassment, assault, or abuse within 24 business hours. The Notice of Rights Form shall:

- 22 a) Describe the District's complaint investigation and resolution options, including  
23 the UCP and Title IX processes, and the timelines and procedural steps under  
24 those processes;
- 25 b) Describe that complainants may submit a complaint directly to the OAG;
- 26 c) Include a link or electronic address to the web-based option for submitting  
27 complaints described in ¶ 27 of this Stipulated Judgment; and  
28

1 d) For the duration of the Stipulated Judgment, include notice consistent with 34  
2 Code of Federal Regulations part 99.31.

3 58. Within 30 days of the OAG's approval of the form and written response described in  
4 ¶¶ 56 and 57 of this Stipulated Judgment, the District shall submit, for the OAG to review and  
5 approve, a policy and draft training materials for all staff on the mandatory use of those forms.

6 a) Training on the form and written response shall be completed by all staff within 60  
7 days of the OAG's approval of policy and training materials.

8 b) Within 60 days of the OAG's approval of the policy and training materials, and/or  
9 within 30 days of any OAG-approved modification of the policy and training  
10 materials, the District shall make a summary of the training materials created for  
11 the purposes of the Stipulated Judgment, and shall make the policy and the  
12 summary publicly available on its website and otherwise comply with federal and  
13 state law regarding posting of training materials related to sexual assault,  
14 harassment, and abuse.

15 **C. Complaint-Submission Portals and Incident-Report Databases**

16 59. The Chief Compliance Officer shall be responsible for conducting a weekly review  
17 and ensuring that all complaints and incident reports involving sexual harassment, assault, or  
18 abuse of students, including those submitted through the web-based option described in ¶ 27(a) of  
19 this Stipulated Judgment, through CANRA reports, or through Catapult or any other complaint-  
20 submission portal are properly logged in the Centralized System and are being investigated and  
21 resolved in compliance with law and regulation.

22 60. The District shall revise the Catapult anonymous reporting platform in the following  
23 ways:

24 a) The "Type of Incident" category shall include the options to mark an incident as a  
25 Boundaries Policy violation and/or as involving allegations of sexual harassment,  
26 assault, or abuse; and discrimination, harassment, intimidation, or retaliation based  
27 on protected characteristics (sex, race, color, national origin, ethnicity, disability,  
28 etc.). The District shall ensure that reports meeting any of those criteria, whether

1 or not the correct category is selected by the person reporting, are immediately  
2 sent to the Chief Compliance Officer;

- 3 b) Catapult reports subject to this Stipulated Judgment shall be logged into the  
4 Centralized System within 48 business hours, and all subsequent actions taken  
5 with respect to these reports shall be recorded in the Centralized System;
- 6 c) The Chief Compliance Officer or designee shall review all complaints within  
7 Catapult on a weekly basis to identify possible complaints of sexual harassment,  
8 assault, or abuse, or violations of the Boundaries Policy; and
- 9 d) The person carrying out the “reviewer” function for any incident shall be required  
10 to provide their full name, title, and school location, to allow for confirmation that  
11 the reviewer does not have a conflict of interest and assess whether reviewer(s) are  
12 taking the required steps after learning of an incident and provide training or  
13 retraining, as needed.

14 **D. Staff Discipline**

15 61. The District will negotiate collective bargaining language in applicable discipline  
16 articles with EMUEA, EMUEA-AE and CSEA regarding discipline for staff who have been  
17 found to have violated any policy regarding sexual harassment, assault, or abuse of students of the  
18 District, including the Boundaries Policy. Disciplinary articles in the collective bargaining  
19 agreements shall state:

- 20 a) The range and type of discipline, up to and including dismissal, termination, or  
21 other final determination to be imposed on staff found to have violated any policy  
22 related to sexual harassment, assault, or abuse of students of the District, including  
23 the Boundaries Policy, as well as the reasons for which different forms of  
24 discipline such as unpaid suspension may be imposed.
- 25 b) As to staff who have been found to have violated any policy regarding sexual  
26 harassment, assault, or abuse of students of the District, including the Boundaries  
27 Policy, but whose employment has not been terminated as a result of that finding,  
28

1 the disciplinary articles of the collective bargaining agreements shall provide that  
2 among other appropriate discipline:

- 3 i. The staff member shall receive written documentation that identifies the policy  
4 violation(s) and includes at minimum areas of re-training on all relevant  
5 policies;
- 6 ii. A supervisor of the staff member shall, at minimum, within 10 work days after  
7 discipline is imposed, conduct an in-person review, to be followed by a written  
8 summary submitted to the Chief Compliance Officer confirming that the staff  
9 member understands the District's policies regarding sexual harassment,  
10 assault, or abuse of students, including the Boundaries Policy;
- 11 iii. Once every semester thereafter for at least one year, or longer, as appropriate  
12 for the violation, District administration shall review, as applicable, any  
13 relevant documents, including any complaints, and discuss any conduct of  
14 concern with site-level administration to ensure that the policy or policies have  
15 not been violated.
- 16 c) The site level administrator and District designee shall enter all documents,  
17 including information about discussions with the staff member into the Centralized  
18 System for review by the Chief Compliance Officer.
- 19 d) The Chief Compliance Officer shall review all assessments conducted pursuant to  
20 ¶ 61(b) of this Stipulated Judgment and shall ensure that all assessments are  
21 present in the Centralized System, and in consultation with the Assistant  
22 Superintendent of Human Resources, determine whether additional or alternative  
23 corrective actions are necessary.

24 **E. Substitute Teachers**

25 62. The District shall ensure that all complaints involving allegations against substitute  
26 teachers related to sexual harassment, assault, or abuse of students of the District, or violations of  
27 the Boundaries Policy, are logged in the Centralized System and investigated under either the  
28

1 District's AR 1312.3—Uniform Complaint Procedures, or AR 5145.71—Title IX Sexual  
2 Harassment Complaint Procedures and in compliance with law and regulation.

3 63. The District's Human Resources Department shall continue to maintain a  
4 consolidated list, similar to the one already provided by the District to the OAG, of all substitute  
5 teachers whom it will not use in the future and whose reappointment it will not seek from the  
6 Board of Trustees. The District shall include on the list any substitute teacher found to have  
7 committed sexual harassment, assault, or abuse of students of the District, or a violation of the  
8 Boundaries Policy. The District's Human Resources Department shall upload the consolidated list  
9 to the Centralized System every two weeks, and the District shall ensure that it is accessible to the  
10 Chief Compliance Officer.

11 a) Within 30 days of approval of the Stipulated Judgment, the District will provide a  
12 declaration from the District's Superintendent that:

- 13 i. The District's Human Resources Department is responsible for the hiring,  
14 continued employment, and removal of all substitute teachers; and  
15 ii. Individual school site administrators cannot and will not separately hire or  
16 retain such individuals.

17 64. The District shall not use or seek the reappointment by the Board of Trustees of any  
18 substitute teacher during the pendency of any investigation of allegations that the substitute  
19 teacher has committed sexual harassment, assault, or abuse of students of the District, or  
20 violations of the Boundaries Policy.

21 **VII. TRAININGS FOR STUDENTS, PARENTS/GUARDIANS, AND EMPLOYEES**  
22 **NOT INVOLVED IN INVESTIGATIONS**

23 65. Within 120 days of this Stipulated Judgment's effective date, the District shall  
24 provide, for the OAG to review and approve, draft training materials for students and  
25 parents/guardians, as well as a plan for their annual delivery. The training materials for students  
26 shall be age-appropriate. The training materials shall address:

- 27 a) The District's revised UCP, Title IX, and Boundaries policies, including where to  
28 locate the relevant procedures on the District's website;

- 1           b) The authority of the California Department of Education’s Office of Equal  
2           Opportunity and the United States Department of Education’s Office of Civil  
3           Rights and their authority to enforce, respectively, the UCP and Title IX;
- 4           c) The District’s Chief Compliance Officer as well as school administrators and their  
5           respective roles in coordinating the District’s response to reports and formal  
6           complaints of sexual harassment, assault, and abuse;
- 7           d) The OAG’s monitoring of the District, including the reasons for the monitoring  
8           period and the mechanisms by which the District is being monitored by the OAG;
- 9           e) The definitions of grooming, sexual harassment, sexual assault, sexual abuse, and  
10          retaliation, the legal prohibitions regarding the same, the key signs of grooming  
11          behavior, the District’s commitment to maintaining an environment free of the  
12          aforementioned harms, and a statement that harassment of students based on sex  
13          will not be tolerated;
- 14          f) What students and parents/guardians should do if they believe a student has been  
15          subjected to sexual harassment, assault, or abuse, or retaliation, including how to  
16          make a report and/or file a complaint with the Chief Compliance Officer or their  
17          designee and on Catapult anonymously or otherwise; and
- 18          g) The interim and/or supportive measures available to students who report sexual  
19          harassment or retaliation, and the remedies available to them following a finding  
20          of sexual harassment and/or retaliation.

21           66. Upon the OAG’s approval of the training materials described in ¶ 65 of this  
22          Stipulated Judgment, the District shall deliver the training to students and parents/guardians  
23          within 60 days of the beginning of the next academic year. Thereafter, the District shall deliver  
24          the training within 60 days of the beginning of each academic year. The trainings for students  
25          may be provided in class or in small groups, and/or in an assembly. A refresher mini-training for  
26          students shall also be provided by the Chief Compliance Officer at the beginning of the second  
27          semester of each school year.

1           67. Within 180 days of this Stipulated Judgment’s effective date, the OAG shall provide a  
2 comprehensive training for administrators and staff and provide the training materials to the  
3 District, that addresses:

- 4           a) The scope of the UCP and Title IX, and their application to oral and written  
5 reports of discrimination, harassment, retaliation, and intimidation in the District’s  
6 programs or activities;
- 7           b) The District’s UCP, Title IX, and Boundaries Policy complaint processes,  
8 including an explanation of the types of conduct for which reports can be made;
- 9           c) The OAG’s monitoring of the District, including the reasons for the monitoring  
10 period and the mechanisms by which the District is being monitored by the OAG;
- 11           d) The reporting requirements for staff who witness or otherwise receive notice of  
12 discriminatory, harassing, retaliatory, or intimidating conduct that may be covered  
13 by the UCP, Title IX, CANRA, or District policies;
- 14           e) The requirement that the District use its UCP procedures to respond to complaints  
15 of bullying under its BP/AR 5131.2;
- 16           f) Staff’s obligation to prevent and respond to bullying and harassment on the basis  
17 of sex, gender, gender-identity, gender expression, and sexual orientation and  
18 other protected categories;
- 19           g) The responsibility of the District and its school sites to implement a legally  
20 compliant response to complaints of sexual harassment, assault, or abuse involving  
21 students with disabilities, including, when necessary, by holding a manifestation  
22 determination hearing under 34 Code of Federal Regulations part 300.350(e)  
23 (2020) and corresponding state law, including:
  - 24           i. The application of BP/AR 5145.3—Nondiscrimination/Harassment and BP/AR  
25 5145.7—Sexual Harassment and the Boundaries Policy to students with  
26 disabilities;
  - 27           ii. The District’s obligations under Title IX, the Individuals with Disabilities  
28 Education Act (20 U.S.C. § 1400 et seq.), and Section 504 of the

- 1 Rehabilitation Act of 1973 (29 U.S.C. § 701 et seq.) upon receiving notice or  
2 allegations of sexual harassment, assault, or abuse involving one or more  
3 students with disabilities;
- 4 iii. The steps that should be taken when sexual harassment of or by a student with a  
5 disability is reported, including which staff members should respond to such  
6 reports;
- 7 iv. When remedies such as discipline, schedule changes, or stay-away orders might  
8 constitute a change in a student’s placement under 34 Code of Federal  
9 Regulations part 300.116; and
- 10 v. The steps that should be taken to notify a student’s Individual Education  
11 Program or Section 504 team of information related to allegations of sexual  
12 harassment or remedial actions taken.
- 13 h) The responsibility of all District staff to notify the Chief Compliance Officer of all  
14 oral reports or written complaints of sexual harassment, assault, or abuse of  
15 students of the District and once notified, the Chief Compliance Officer shall enter  
16 those complaints in the Centralized System; and
- 17 i) The laws and District policies to address this behavior.
- 18 68. The OAG shall conduct the first comprehensive training described in ¶ 67 of this  
19 Stipulated Judgment for the first year of the monitoring period and providing the training  
20 materials to the District prior to the date of the training. Subsequent to the first year of the  
21 monitoring period, the Chief Compliance Officer shall be responsible for one full-length training  
22 and one mini-training per year for administrators and staff that address the information described  
23 in ¶ 67 of this Stipulated Judgment.
- 24 a) Modifications of the training materials for subsequent trainings shall be subject to  
25 the approval of the OAG.
- 26 b) Within 60 days of the OAG’s provision of the training materials, and/or within 30  
27 days of any OAG-approved modification of the training materials, the District  
28 shall make a summary of the training materials created for the purposes of the

1 Stipulated Judgment publicly available on its website and otherwise comply with  
2 federal and state law regarding posting of training materials related to sexual  
3 assault, harassment, and abuse.

- 4 c) The subject matter of the mini-training shall be based on the assessment of the  
5 Chief Compliance Officer and the District as to what is necessary, subject to the  
6 approval of the OAG.

7 69. Within 180 days of this Stipulated Judgment's effective date, the OAG shall deliver a  
8 training to all relevant special education staff on the responsibility of the District and its school  
9 sites to implement a legally compliant response to complaints of sexual harassment, assault, or  
10 abuse involving students with disabilities as described in ¶ 67(g) of the Stipulated Judgment, and  
11 provide training materials to the District. Subsequent to the first year of the monitoring period, the  
12 Chief Compliance Officer shall deliver this training to all relevant special education staff on an  
13 annual basis.

- 14 a) Modifications of the training materials for subsequent trainings shall be subject to  
15 the approval of the OAG.  
16 b) Within 60 days of the OAG's provision of the training materials, and/or within 30  
17 days of any OAG-approved modification of the training materials, the District  
18 shall make a summary of the training materials created for the purposes of the  
19 Stipulated Judgment publicly available on its website and otherwise comply with  
20 federal and state law regarding posting of training materials related to sexual  
21 assault, harassment, and abuse.

## 22 **VIII. PRINTED AND POSTED MATERIALS**

23 70. The District shall comply with the requirements concerning the display at school sites  
24 of its policies on nondiscrimination and sexual harassment and posters regarding the same as set  
25 forth in Education Code sections 231.5, subdivision (d); 231.6, subdivision (g); and 234.1,  
26 subdivision (e).

- 27 a) The District shall create a poster reflecting the legal requirements, including that  
28 staff have a legal duty to immediately report suspected sexual misconduct to the

1 Chief Compliance Officer, and that students and parents are strongly encouraged  
2 to notify the Chief Compliance Officer of suspected sexual misconduct, for  
3 approval by the OAG.

- 4 b) The District shall require that each school site provide, at the beginning of each  
5 academic semester, photographic proof that it has satisfied these requirements,  
6 including with respect to distributing and posting the poster described in ¶ 70(a) of  
7 this Stipulated Judgment at school sites in the required locations.
- 8 c) Within 60 days of this Stipulated Judgment’s effective date, the District shall  
9 provide, for the OAG to review and approve, a periodic audit instrument for  
10 assessing school-site compliance with these provisions.
- 11 d) Within 90 days of this Stipulated Judgment’s effective date or within 30 days of  
12 OAG approval of the periodic audit instrument, the District shall conduct periodic  
13 unannounced in-person audits of school sites’ compliance with these display  
14 requirements. The District shall conduct such an audit at each school site a  
15 minimum of two times per school year, with no two audits of the same school site  
16 occurring less than two months apart.

17 71. Within 60 days of this Stipulated Judgment’s effective date, the District shall create a  
18 “Defining Professional Adult/Student Boundaries” pamphlet that includes:

- 19 a) That, in addition to reporting suspected child abuse to DCFS and law  
20 enforcement, employees are required to immediately report conduct to the Chief  
21 Compliance Officer any allegations of sexual harassment, sexual assault, or sexual  
22 abuse, or violations of the Boundaries Policy; students and parents are strongly  
23 encouraged to do the same; and that the District’s responsibility is to provide a  
24 prompt, thorough, and equitable investigation and response to stop and remedy the  
25 effects of any sexual harassment, sexual assault, or sexual abuse, or violations of  
26 the Boundaries Policy;
- 27 b) The email address for the District Chief Compliance Officer; and  
28

- 1 c) That complaints—oral or written—concerning sexual harassment, assault, or abuse  
2 will be addressed through the UCP/Title IX process.

3 72. Upon the OAG’s approval of the pamphlet described in ¶ 71 of this Stipulated  
4 Judgment, the District shall distribute the pamphlet to students and parents/guardians within 60  
5 days, unless that deadline would occur during the District’s summer break, in which case the  
6 District shall distribute the pamphlet within 60 days of the beginning of the next academic year.

7 73. In conformity with Education Code sections 234.1, subdivision (b)(4), and 48985,  
8 subdivision (a), the District shall translate into Spanish and any other language that 15% of its  
9 students speak at home and maintain on its website in their translated form:

- 10 a) The Procedures Summary required under section IV. of this Stipulated Judgment;  
11 b) All BP/ARs and Notices required by this Stipulated Judgment;  
12 c) The Notice of Rights Form required under ¶ 57 of this Stipulated Judgment;  
13 d) Any UCP or Title IX complaint forms that the District may maintain; and  
14 e) The pamphlet described in ¶ 71 of this Stipulated Judgment.

15 **IX. CLIMATE SURVEY AND ADVISORY COMMITTEE**

16 74. Within 60 days of this Stipulated Judgment’s effective date, the District shall provide,  
17 for the OAG’s review and approval, an anonymous climate survey (the Climate Survey) to assess  
18 students’ experiences with sexual harassment, assault, and abuse at the District’s schools, and  
19 their attitudes towards the District’s response to notice or allegations of sexual harassment,  
20 assault, and abuse, and violations of the Boundaries Policy. Within 60 days of the start of the  
21 2026-2027 school year, the District shall administer the Climate Survey to all students.  
22 Thereafter, the District shall administer the Climate Survey before the end of each academic  
23 semester, for two years. The District will then administer the Climate Survey before the end of  
24 each academic year.

- 25 a) Within 30 days of each administration of the Climate Survey, the District shall  
26 provide the OAG with the survey results.  
27 b) Within 90 days of each administration of the Climate Survey, the District shall  
28 provide the OAG with proposed actions to address any issues raised in the survey.

1           75. Within 30 days of the start of the 2026-2027 school year, the District shall establish  
2 an advisory committee (the School Climate Advisory Committee)—consisting of a minimum of  
3 three parents of current or former District students and two current District students—that will  
4 study the District’s efforts to prevent and respond to sexual harassment, assault, and abuse, and  
5 violations of the Boundaries Policy, and make recommendations to the District for improving  
6 those efforts.

- 7           a) The School Climate Advisory Committee shall meet on a quarterly basis during  
8 the school year.
- 9           b) Within 14 days of each meeting, the District shall make a summary of its meeting  
10 available on its website and provide that summary to the OAG and the Board of  
11 Trustees at its next regular meeting.
- 12           c) The Committee shall provide the District with feedback on its efforts to prevent  
13 and respond to sexual harassment, assault, and abuse, and violations of the  
14 Boundaries Policy. Within 30 days of each Committee meeting, the District shall  
15 respond in writing to any actions proposed by the Committee.
- 16           d) The District shall provide the Committee with access to the results of the Climate  
17 Survey as well as anonymized information in a form that protects student privacy,  
18 about the status, investigation, and resolution of complaints alleging sexual  
19 harassment, assault, or abuse, and violations of the Boundaries Policy.

20 **X. COMPENSATORY SERVICES**

21           76. The OAG has provided the District with a confidential list of current and former  
22 students whom the OAG has determined—based on information obtained during the OAG’s  
23 investigation—are entitled to compensatory education and mental-health services for reasons  
24 related to the allegations in the People’s Complaint.

- 25           a) The District shall make its best efforts to contact all individuals on that list and  
26 offer, through the District’s existing services or through third-party vendors,  
27 depending on the preference of the individual student, with a minimum of 15 hours  
28 of appropriate mental-health services and 15 hours of appropriate academic

1 tutoring and career counseling. With the consent of the student, an appropriately  
2 qualified District educational specialist or mental health therapist may provide the  
3 services.

4 77. Within 60 days of this Stipulated Judgment's effective date, the District shall provide,  
5 for the OAG's review and approval, a plan for providing all ascertainable individuals on that list  
6 with notification of their eligibility and a draft written notice providing information about the  
7 compensatory services and how to access them, including a phone number for the District's Chief  
8 Compliance Officer or designee to answer any questions. Within 30 days of the OAG's approval  
9 of the plan and notice, the District shall notify all eligible individuals by mail and email at their  
10 last known addresses.

11 78. Eligible individuals shall have two years from the District's notification of their  
12 eligibility to receive compensatory services under this section. That two-year period shall be  
13 tolled for any delays in the provision of compensatory services attributable to the District.

#### 14 **XI. CANRA COMPLIANCE**

15 79. The District shall ensure that all mandatory trainings regarding CANRA provided to  
16 District employees pursuant to Education Code section 44691, subdivision (b) include content on  
17 the requirement under Penal Code section 11166, subdivision (a), that mandatory reporters, after  
18 making an initial mandatory report by telephone, prepare and send, fax, or electronically transmit  
19 a written follow-up report within 36 hours of receiving the information concerning the incident.

20 80. The District shall electronically make accessible information to District employees  
21 that describes CANRA's requirements with respect to the submission of mandatory reports and  
22 provides an example of the written follow-up report that is required under Penal Code section  
23 11166, subdivision (a), and provide proof of the same to the OAG.

24 81. All District administrators, including the Superintendent, shall:

- 25 a) Affirm that they understand the requirements of CANRA with respect to the  
26 submission of mandatory reports, including written reports;

- 1           b) Affirm that they understand that under Penal Code section 11166, subdivision  
2           (i)(1), a mandatory reporter’s duties are individual, and no supervisor or  
3           administrator may impede or inhibit an individual’s reporting duties; and  
4           c) Affirm they will not violate CANRA.

5           82. The District shall provide proof of affirmation to the OAG within 60 days of the  
6 effective date of the Stipulated Judgment and on an annual basis thereafter.

7           83. All District administrators, including the Superintendent, shall upload all copies of  
8 any written Mandatory Reports that they receive in the Centralized System.

9           **XII. THIRD-PARTY INVESTIGATIONS**

10          84. The Superintendent shall affirm that they understand that, if the District uses a third-  
11 party investigator in a sexual harassment, assault, or abuse matter involving a student for  
12 purposes of investigating a Uniform Complaint Procedure and/or Title IX complaint, such  
13 investigation shall be subject to the requirements of ¶ 25 of the Stipulated Judgment, and that:

- 14           a) When using a third-party investigator, the District shall follow its obligations  
15           under state and federal law and all applicable District policies and procedures,  
16           including by providing all evidence that is directly related to the allegations,  
17           whether inculpatory or exculpatory, or obtained from a party or other source, to the  
18           parties; and providing the findings, conclusions, investigative report, and final  
19           report to the complainant and respondent;
- 20           b) When using a third-party investigator to investigate and resolve such complaints,  
21           the District shall not require, allow, rely upon, or otherwise use questions or  
22           evidence that constitute, or seek disclosure of, information protected under a  
23           legally recognized privilege;
- 24           c) The District may use a third-party investigator to assess the District’s civil  
25           liability, unless doing so would violate, conflict with, or impede the District’s  
26           obligations to investigate and resolve complaints under state and federal law and  
27           the District’s own policies and procedures; and  
28

- 1           d) The Chief Compliance Officer will oversee all third-party investigations to ensure  
2           that they meet the requirements of state and federal law and that they are tracked in  
3           the Centralized System.

4           85. The District shall provide a written decision of the District’s determination under the  
5 UCP and Title IX to both complainants and respondents, along with any remedies and appellate  
6 rights, for any complaints received in the last three years where the District used a third-party  
7 investigator for the purpose of assessing or protecting itself from civil liability.

8           **XIII. VERIFICATION OF COMPLIANCE**

9           86. The District shall provide the OAG with continuous access to the Centralized System  
10 for purposes of assessing and monitoring the District’s compliance with this Stipulated Judgment.  
11 Once the Centralized System is operational, the items listed in ¶ 87 of this Stipulated Judgment  
12 should be provided to OAG through that system.

13           87. The District shall, on a monthly basis, provide the OAG with the following:

- 14           a) All written complaints received involving allegations of sexual harassment, assault  
15           or abuse of students of the District, or Boundaries Policy violations;
- 16           b) All documentation of oral reports and complaints involving allegations of sexual  
17           harassment, assault or abuse of students of the District, or Boundaries Policy  
18           violations;
- 19           c) All investigation reports generated by the District or received from third parties  
20           involving allegations of sexual harassment, assault or abuse of students of the  
21           District, or Boundaries Policy violations;
- 22           d) All findings letters issued at the conclusion of any investigation involving  
23           allegations of sexual harassment, assault or abuse of students of the District, or  
24           Boundaries Policy violations;
- 25           e) All documentation of complaints received involving retaliation by any employee,  
26           administrator, or student reporting allegations of sexual harassment, assault, or  
27           abuse, and/or violations of the Boundaries Policy;
- 28

- 1 f) A summary of the weekly cabinet discussions referenced in ¶ 26 of this Stipulated  
2 Judgment for that month;
- 3 g) Evidence of all interim measures, supportive measures, or remedies offered to  
4 complainants amid or following the conclusion of an investigation involving  
5 allegations of sexual harassment, assault, or abuse of students of the District; and
- 6 h) Evidence of all reports to the Commission on Teacher Credentialing made in  
7 connection with any investigation involving allegations of sexual harassment,  
8 assault or abuse of students of the District, or Boundaries Policy violations.

9 88. The OAG will review the documents provided by the District under ¶ 87 of this  
10 Stipulated Judgment to assess the District's compliance with the applicable laws and regulations,  
11 as well as the District's own policies and procedures, including but not limited to its BPs and  
12 ARs. Following its review, the OAG will provide the District with its concerns, if any, in writing,  
13 along with corrective actions to address its concerns and a reasonable timeline for implementing  
14 those corrective actions. The District shall implement the OAG's corrective actions according to  
15 this timeline.

16 89. Except as otherwise provided herein, the District shall substantiate its compliance  
17 with the provisions of this Stipulated Judgment by timely submitting to the OAG documents or  
18 information sufficient to establish that it has achieved compliance within 15 days of any  
19 compliance date specified in this Stipulated Judgment unless the OAG agrees in writing to a  
20 different timeframe.

- 21 a) The OAG may make reasonable requests for additional information establishing  
22 the District's compliance with any provision of this Stipulated Judgment, which  
23 the District shall provide within seven business days of the OAG's request unless  
24 another date is agreed to in writing, except that OAG requests for student  
25 education records as defined in section 1232g of title 20 of the United States Code  
26 and 34 Code of Federal Regulations part 99.3 are governed by ¶ 91(a) of this  
27 Stipulated Judgment.
- 28

1           90. To assess and monitor the District’s compliance with this Stipulated Judgment, the  
2 OAG shall be permitted to: speak with District personnel, students, and parents/guardians; visit  
3 the District’s schools, offices, and buildings; view documents in the District’s possession; and  
4 maintain continuous access to the Centralized System.

5           91. The District will notify District parents, guardians and students of this Stipulated  
6 Judgment in its annual notice and such notice shall include that the District shall disclose student  
7 education records relevant to this Stipulated Judgment to the OAG pursuant to this Stipulated  
8 Judgment and consistent with 34 Code of Federal Regulations part 99.31(a)(9)(ii). The Notice of  
9 Rights form described in ¶ 57 of this Stipulated Judgment shall include the same notice.

10           a) With regard to any other student education records requested by the OAG that are  
11 included in the definition of education record in section 1232g of title 20 of the  
12 United States Code and 34 Code of Federal Regulations part 99.3 and relevant to  
13 this Stipulated Judgment, the District shall make a reasonable effort to notify  
14 parents, guardians, and/or eligible students within four business days of the OAG’s  
15 request so that the parent, guardian, and/or eligible student may seek protective  
16 action consistent with 34 Code of Federal Regulations part 99.31(a)(9)(ii). If the  
17 District does not receive notification that the parent, guardian, and/or eligible  
18 student has sought a protective action from a court for the records, the District  
19 shall disclose the subject education records to the OAG within ten business days of  
20 such notice.

21           92. During the first two years in which this Stipulated Judgment is in effect, the District  
22 and the OAG shall have monthly meetings to discuss the status of the District’s compliance with  
23 this Stipulated Judgment. After the Stipulated Judgment has been in effect for two years, those  
24 meetings shall take place on a quarterly basis.

25           93. Beginning one year after the effective date of this Stipulated Judgment, the OAG  
26 shall file with the Court, for inclusion on the Court’s public docket, annual compliance reports  
27 identifying any Stipulated Judgment terms with which the District has not achieved substantial  
28 compliance. Sixty days prior to filing the annual compliance report, the OAG will provide the

1 District with a draft of the compliance report. The District shall then have 30 days to remedy any  
2 areas of noncompliance or partial compliance before the OAG files the report with the Court.

3 **XIV. TERMINATION OF STIPULATED JUDGMENT**

4 94. The Stipulated Judgment shall be in effect for a minimum of four years. The  
5 Stipulated Judgment will terminate automatically four years after its effective date if, on that date,  
6 the District is in substantial compliance with all of the Stipulated Judgment's substantive  
7 provisions.

8 95. If, within 100 days of the date on which the Stipulated Judgment would automatically  
9 terminate if the District were in compliance with all of its substantive provisions, the OAG  
10 determines that the District is not in substantial compliance with one or more of the Stipulated  
11 Judgment's substantive provisions, the OAG shall initiate a meet-and-confer process with the  
12 District and provide the District with 45 days to remedy its noncompliance or partial compliance.  
13 If, at the end of those 45 days, the OAG determines that the District still has not achieved  
14 substantial compliance with one or more substantive provision, the meet-and-confer process shall  
15 continue for another ten days, during which time the OAG and the District will attempt in good  
16 faith to determine the length of time by which the Stipulated Judgment should be extended to  
17 allow the District to achieve compliance. If the parties cannot reach agreement, the People may  
18 petition the Court for such an extension of time.

19 **XV. CONTINUING COURT JURISDICTION AND DISPUTE RESOLUTION**

20 96. This Stipulated Judgment shall take effect immediately upon its entry by the Court.  
21 The date of entry shall be the Stipulated Judgment's effective date.

22 97. The Court shall retain jurisdiction over this Stipulated Judgment while it remains in  
23 effect for purposes of allowing any party to the Stipulated Judgment to apply to the Court for: (a)  
24 whatever orders may be necessary or appropriate for the interpretation or carrying out of the  
25 Stipulated Judgment; (b) amending the Stipulated Judgment, upon good cause shown; (c)  
26 enforcing compliance with the Stipulated Judgment; or (d) remedying any violations of the  
27 Stipulated Judgment.

28

1            98. The OAG and the District may jointly stipulate to make changes, modifications,  
2 deletions, and/or amendments to the Stipulated Judgment. If the parties file a joint application or  
3 motion to amend the Stipulated Judgment, those amendments shall become effective upon the  
4 filing of a joint motion or application.

5            99. Any time limits for performance imposed by the Stipulated Judgment may be  
6 extended by the mutual agreement, in writing, of the OAG and the District.

7            100. It is the intent of the parties to work collaboratively to address any disputes or  
8 noncompliance with this Stipulated Judgment. In the event that a dispute arises—including any  
9 dispute concerning a party’s noncompliance—the parties shall, prior to seeking this Court’s  
10 intervention, meet-and-confer for a minimum of five days. If after that meet-and-confer process,  
11 the parties are unable to reach resolution, the party alleging noncompliance or an issue of dispute  
12 shall provide written notice and 10 days for the other party to remedy the area of dispute. If the  
13 party alleging noncompliance is not satisfied with the remedy, either or both parties may seek this  
14 Court’s intervention to resolve the dispute, including through a motion to enforce the Stipulated  
15 Judgment.

16            101. Nothing in this Stipulated Judgment alters the requirements of any state or federal law  
17 or regulation that currently provides, or may provide in the future, greater protection than do the  
18 provisions of this Stipulated Judgment.

19            102. Nothing in this Stipulated Judgment limits the powers vested in the OAG by the  
20 California Constitution or state law, including Government Code section 11180 et seq., to oversee  
21 or enforce any California laws or regulations.

22            103. This Stipulated Judgment is enforceable only by the Parties. No person, entity, or  
23 class is intended to be a third-party beneficiary of the provisions of this Stipulated Judgment for  
24 purposes of any civil, criminal, or administrative action, and accordingly, no person, entity, or  
25 class may assert any claim or right as a beneficiary of the Stipulated Judgment.

26            104. If any provision of this Stipulated Judgment is found unlawful, impossible,  
27 unenforceable, or otherwise invalid, the OAG or the District may move the Court to amend the  
28 Stipulated Judgment by removing that provision.

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28

**The clerk is ordered to enter this Stipulated Judgment forthwith.**

DATED:

\_\_\_\_\_  
JUDGE OF THE SUPERIOR COURT