

**WAC 495A-300-015 Purpose.** Bates Technical College recognizes its responsibility to investigate, resolve, implement corrective measures, and monitor the educational environment and workplace to stop, remediate, and prevent discrimination on the basis of sex, as required by Title IX of the Education Amendments Act of 1972, Title VII of the Civil Rights Act of 1964, the Violence Against Women Reauthorization Act, and Washington state's law against discrimination, and their implementing regulations. To this end, Bates Technical College has enacted the following college policies and the Washington Administrative Code (WAC): CP5920 - Employee disciplinary hearing, CP5920PR - Employee disciplinary hearing procedure, chapter 495A-115 WAC, Title IX student conduct procedures, and chapter 495A-121 WAC, Student rights and responsibilities and adopted this chapter, Title IX grievance procedures for receiving and investigating sexual harassment allegations arising during educational programs and activities. Any individual found responsible for violating Bates Technical College's Title IX rules and policies is subject to disciplinary action up to and including dismissal from Bates Technical College's educational programs and activities and/or termination of employment.

Application of this chapter, Title IX grievance procedures is restricted to allegations of sexual harassment as that term is defined in 34 C.F.R. Part 106.30. Nothing in this procedure limits or otherwise restricts Bates Technical College's ability to investigate and pursue discipline based on alleged violations of other federal, state, and local laws, their implementing regulations, and other college policies prohibiting gender discrimination through processes set forth in the college's code of student conduct, employment contracts, employee handbooks, and collective bargaining agreements.

[Statutory Authority: Chapter 34.05 RCW and RCW 28B.50.140(13); and 20 U.S.C. § 1092(f); Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 et seq. WSR 21-01-196, § 495A-300-015, filed 12/22/20, effective 1/22/21.]