

Changes to laws at the state and federal level have required the College to update four (4) Board of Education policies and their associated administrative regulations. The significant changes to these laws and the subsequent impact to our policies and administrative regulations are summarized below:

**Title IX law changes:**

- Narrowed the scope of behaviors that fall under the Title IX regulations
- Altered the investigation and hearing processes
- Required adjustments to the structure of the Title IX team
- Allows a complainant to have some say in how an investigation will proceed
- Encourages equal supports for those reporting policy violations and those responding to those reports
- Encourages clear and consistent communication of Policy and reporting processes to employees and students

**Oregon House Bill 3415:**

- Requires annual sexual discrimination training for some employees
- Requires our Board policy to use the definition of sexual harassment provided within the Bill
- Mandates specific definitions of specific sexual discrimination behaviors and requires the College to work with students to develop others
- Requires notice to students of the Board's Sex Based Discrimination and Misconduct Policy

**Oregon Senate Bill 726**

- Minimizes the use of non-disclosure and non-disparagement agreements related to harassment claims
- Expands the statute of limitations for sex-based discrimination complaints to five (5) years

**In Response, CCC is:**

- Updating the following Board Policies: Sex-Based Discrimination and Misconduct (formerly the Sexual Harassment Policy), Nondiscrimination, Equal Employment Opportunity and the Hazing, Harassment, Intimidation, Bullying, Menacing Policies and associated Administrative Regulations including:
  - Providing clarification of employee reporting requirements regarding student sex based discrimination allegations;
  - Established consistent, streamlined and more trauma informed reporting processes and forms for all four of the Policies
- Updating the Student Handbook as needed
- Scheduling employees for required training
- Preparing easy-to-follow resource pages for students and employees wish to report policy violations or responding to a report of a policy violation