

1 ROB BONTA
Attorney General of California
2 MICHAEL L. NEWMAN
Senior Assistant Attorney General
3 LAURA FAER
Supervising Deputy Attorney General
4 BRIAN BILFORD
JONATHAN BENNER
5 DANIELLE ELLIOTT
CHRISTOPHER MEDEIROS (SBN 319418)
6 Deputy Attorneys General
600 West Broadway #1800
7 P.O. Box 85266
San Diego, CA 92101
8 Telephone: (916) 210-6200
E-mail: Christopher.Medeiros@doj.ca.gov
9 *Attorneys for the People of the State of California*

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

13
14 **THE PEOPLE OF THE STATE OF**
15 **CALIFORNIA, EX. REL. ROB BONTA,**
16 **ATTORNEY GENERAL OF THE STATE**
OF CALIFORNIA,

17 Plaintiff,

18 v.

19 **REDLANDS UNIFIED SCHOOL**
20 **DISTRICT,**

21 Defendant.
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Case No.

**STIPULATION FOR ENTRY OF FINAL
JUDGMENT**

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 Redlands Unified School District (the District)
4 appearing through its attorneys at Atkinson, Andelson, Loya, Rudd & Romo PLC, and by Mark
5 W. Thompson, 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 Judgment (Stipulation).

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

10 3. The Attorney General may submit the Judgment to any judge of the Superior Court
11 for approval and signature, based on this Stipulation, during the Court's ex parte calendar or on
12 any other ex parte basis, without notice to or any appearance by the District, which notice and
13 right to appear the District hereby waives.

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 Judgment through any collateral attack, and further
16 waive their right to appeal the Judgment, except the parties agree that this Court shall retain
17 jurisdiction for the purposes specified in the Judgment.

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

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

25 7. The parties have stipulated and consented to the court retaining jurisdiction over the
26 parties and over this matter for purposes of enforcing the Judgment.

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PLAINTIFF THE PEOPLE OF THE STATE OF CALIFORNIA

ROB BONTA
Attorney General of California

DATED: May 29, 2024

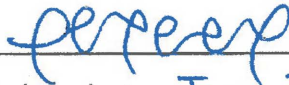


LAURA L. FAER
Supervising Deputy Attorney General
Attorneys for Plaintiff

DEFENDANT REDLANDS UNIFIED SCHOOL DISTRICT

REDLANDS UNIFIED SCHOOL DISTRICT


DATED: May 24, 2024



Superintendent *Juan J. Cabral*

Approved as to Form:

DATED: 5/23/24



Mark W. Thompson
ATKINSON, ANDELSON, LOYA, RUDD & ROMO PLC
Attorneys for Defendant

Exhibit 1

1 ROB BONTA
Attorney General of California
2 MICHAEL L. NEWMAN
Senior Assistant Attorney General
3 LAURA FAER
Supervising Deputy Attorney General
4 BRIAN BILFORD
JONATHAN BENNER
5 DANIELLE ELLIOTT
CHRISTOPHER MEDEIROS
6 Deputy Attorneys General
State Bar No. 319418
7 600 West Broadway, Suite 1800
San Diego, CA 92101
8 P.O. Box 85266
San Diego, CA 92186-5266
9 Telephone: (619) 738-9154
E-mail: Christopher.Medeiros@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 Plaintiff,

19 v.

20 **REDLANDS UNIFIED 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), and Defendant Redlands Unified School District (the
3 District), having stipulated to the entry of this judgment (the Judgment) by the Court without the
4 taking of proof and without trial or adjudication of any fact or law; without the Judgment
5 constituting evidence or admission by the District regarding any issue of law or fact alleged in the
6 People’s Complaint on file or any of the allegations or conclusions set forth therein; without the
7 District admitting any liability; with all parties having waived their right to appeal; and with the
8 Court having considered the matter and good cause appearing,

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

10 1. The Court has jurisdiction over the allegations and subject matter of the Complaint
11 and over the parties to this action; venue is proper in this County; and the Court has the authority
12 to enter the Judgment.

13 2. The District is permanently enjoined from violating:

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

15 i. California Education Code sections 200 et seq., 33315, 44030.5, 44691, and
16 44830 et seq.;

17 ii. California Penal Code section 11164 et seq.;

18 iii. California Government Code section 12950.1; and

19 iv. Title 5 of the California Code of Regulations section 4600 et seq. and federal law
20 and regulation incorporated therein, including Title IX of the Education
21 Amendments Act of 1972, 20 U.S.C. § 1681, et seq. and 34 C.F.R. § 106, et
22 seq.;

23 b) The causes of action in the People’s complaint; and

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

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

4 **I. DEFINITIONS**

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

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

8 6. “Board” means the Board of Education of Redlands Unified School District.

9 7. “Days” means calendar days.

10 8. “District” means Redlands Unified School District, including its administrators,
11 employees, and Board.

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

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

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

16 12. “Section 504” means section 504 of the Rehabilitation Act of 1973, codified at 29
17 U.S.C. § 701, et seq.

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

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

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

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

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

1 **II. ASSISTANT SUPERINTENDENT OF COMPLIANCE AND SEXUAL**
2 **HARASSMENT, ASSAULT, AND ABUSE PREVENTION;**
3 **DECISION-MAKER; AND INVESTIGATORS**

4 18. Within 30 days of this Judgment’s effective date, the District shall commence
5 recruitment for an employee, subject to consultation with the Office of the Attorney General
6 (OAG), at the level of assistant superintendent, to serve as Assistant Superintendent of
7 Compliance and Prevention of Sexual Harassment (Assistant Superintendent of Compliance). If
8 the District decides to designate or recruit a different employee as Assistant Superintendent of
9 Compliance, that change will also be subject to consultation with the OAG. The Assistant
10 Superintendent of Compliance shall report directly to the Superintendent. The Assistant
11 Superintendent of Compliance’s duties shall include:

- 12 a) Ensuring that the District complies with this Judgment;
- 13 b) Ensuring that the District complies with Education Code section 200 et seq.;
- 14 c) Receiving, investigating—or, in the event that the District elects to rely on an outside
15 investigator, designating and overseeing that investigator—and resolving complaints
16 under the District’s UCP (BP/AR 1312.3) and ensuring that the District complies with
17 Education Code section 33315 and sections 4600-4694 of Title 5 of the California
18 Code of Regulations, and California Education Code section 44030.5, subdivision (a);
- 19 d) Serving as the District’s “Title IX Coordinator” under 34 C.F.R. § 106.8(a) and
20 discharging the duties of the Title IX Coordinator set forth in 8 C.F.R. §§ 106.44(a)
21 and 106.45;
- 22 e) Receiving, investigating, and resolving violations of the District’s AR 4019.1 –
23 Professional Adult/Student Boundaries (Boundaries Policy);
- 24 f) Ensuring that any interim measures, supportive measures, or remedies issued in
25 connection with notice or allegations of sexual harassment, assault, or abuse of
26 students of the District are implemented, including by issuing directions as necessary
27 to the Assistant Superintendents of Human Resources and Student Services;
- 28 g) Administering, monitoring, and ensuring that all required documents and information
are properly logged in the Centralized Tracking and Response System for complaints

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

- 3 h) Establishing, maintaining, and monitoring an email address dedicated to the receipt of
4 complaints and other information related to sexual harassment, abuse, or assault of
5 District students;
- 6 i) Reviewing, analyzing, and informing the Superintendent and Board of any trends in
7 complaints received, and providing leadership for implementation of corrective
8 actions in response; and
- 9 j) Providing support and training to school sites with respect to preventing and
10 responding to notice or complaints of sexual harassment, assault, and abuse of
11 students of the District.

12 19. Within 90 days of this Judgment's effective date, and not sooner than September 1,
13 2024, the District shall provide, for the OAG to review and approve, proposed training materials
14 and a proposed outside, independent trainer with expertise in preventing, investigating, and
15 responding to sexual harassment, assault, and abuse to provide an annual training on the Assistant
16 Superintendent of Compliance's duties and responsibilities under the law and paragraphs 2 and 18
17 of this Judgment.

- 18 a) Within 30 days of the OAG's approval of the training materials and trainer, the
19 trainer shall train the Assistant Superintendent of Compliance.
- 20 b) Thereafter, the same trainer, if available, shall provide quarterly trainings and
21 monthly one-hour coaching sessions to the Assistant Superintendent of Compliance.
22 If the same trainer is not available, the use of any substitute trainer shall be subject to
23 the OAG's approval.
- 24 c) Within 30 days of the OAG's approval of the training materials, the District shall
25 make the training materials publicly available on its website.
- 26 d) This same training shall be provided on an annual basis to all District administrators,
27 including the Superintendent, subject to any changes in applicable law.
28

1 20. Within 7 days of the Assistant Superintendent of Compliance’s designation, the
2 District shall provide, for the OAG to review and approve, a draft notice to all staff, students,
3 parents, and guardians that includes the Assistant Superintendent of Compliance’s name, title,
4 email address, and phone number, and an explanation of the Assistant Superintendent of
5 Compliance’s duties under this Judgment.

6 a) Within 30 calendar days of the Attorney General’s approval of the draft notice, the
7 District shall provide the notice by email or regular mail to all staff, students, parents,
8 and guardians. Thereafter, the District shall provide this notice by August 15 of each
9 following year.

10 21. Within 30 days of this Judgment’s effective date, the District shall designate the
11 Superintendent to serve as the decision-maker for all Title IX complaints (the Title IX Decision-
12 Maker). The Superintendent shall be permitted, in his or her discretion, to designate the Assistant
13 Superintendent of Compliance to serve as Title IX Decision-Maker for cases in which the
14 complainant(s) and respondent(s) are students.

15 22. Within 90 days of this Judgment’s effective date, and not sooner than September 1,
16 2024, the District shall provide, for the OAG to review and approve, proposed training materials
17 and a proposed outside, independent trainer with experience in preventing, investigating, and
18 responding to sexual harassment, assault, and abuse to provide an annual training on the
19 Superintendent’s duties as Title IX Decision-Maker.

20 a) Within 30 days of the OAG’s approval of the training materials and trainer, the
21 District shall train the Superintendent as Title IX Decision-Maker.

22 b) Thereafter, the same trainer, if available, shall provide quarterly trainings and
23 monthly one-hour coaching sessions to the Superintendent as Title IX Decision-
24 Maker. If the same trainer is not available, the use of any substitute trainer shall be
25 subject to the OAG’s approval.

26 c) Within 30 days of the OAG’s approval of the training materials, the District shall
27 make the training materials publicly available on its website.
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1 23. Within 90 days of this Judgment’s effective date, and not sooner than September 1,
2 2024, the District shall provide, for the OAG to review and approve, training materials for an
3 annual training lasting no less than three hours for any employee, including administrators, who
4 will be conducting investigations of allegations of sexual harassment, assault, or abuse of students
5 or violations of the Boundaries Policy. If the District uses an outside investigator to conduct
6 investigations of the same, the District’s use of that investigator shall be subject to the approval of
7 the OAG.

- 8 a) Upon the Attorney General’s approval of the training materials, the District shall not
9 rely on any employee who has not been trained using the approved materials to
10 investigate allegations of sexual harassment, assault, or abuse of students or
11 violations of the Boundaries Policy. All such investigations shall be conducted under
12 the oversight and in consultation with the Assistant Superintendent of Compliance.
- 13 b) If the Attorney General finds that any investigation conducted by any investigator is
14 inadequate as a matter of law, the District shall retrain the investigator within 60 days.
15 If, after retraining, the Attorney General finds that the investigator is still unable to
16 conduct a legally adequate investigation, the District shall cease using the
17 investigator.

18 **III. CENTRALIZED TRACKING AND RESPONSE SYSTEM**

19 24. Within 90 days of this Judgment’s effective date, and not sooner than September 1,
20 2024, the District shall provide, for the OAG’s review and approval, a centralized, electronic
21 tracking and response system (the Centralized System) for all oral and written reports and
22 complaints of sex discrimination, and sexual harassment, assault, intimidation, or abuse, of
23 students of the District, and any retaliation related to the submission of such reports and
24 complaints, including those submitted anonymously.

- 25 a) The Centralized System shall include a web-based option for the submission of
26 complaints online, which shall provide an automatic response upon the submission of
27 an online complaint informing the person who submitted the complaint of the
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1 District's policies and procedures governing complaints alleging sexual harassment,
2 assault, or abuse.

- 3 b) The Centralized System shall also be used for case management and resolution, and
4 all documents provided or generated during an investigation or appeal, including all
5 investigation notes and correspondence by any individual, shall be uploaded to and
6 stored in the Centralized System. Documents stored in the Centralized System shall
7 be retained for a minimum of 10 years.

8 25. Within 30 days of the OAG's approval of the Centralized System, the District shall
9 provide, for the OAG's review and approval, training materials on the use of the Centralized
10 System and a list of staff whose job duties will include using the Centralized System.

- 11 a) The District shall train all staff who will use the Centralized System and implement
12 the Centralized System within 60 days of the OAG's approval of the Centralized
13 System and training materials. Such trainings shall be provided on an annual basis
14 thereafter, with refresher trainings provided when the Assistant Superintendent of
15 Compliance determines that they are needed.

16 **IV. REVISIONS TO BOARD POLICIES AND ADMINISTRATIVE**
17 **REGULATIONS**

18 **A. Assistant Superintendent of Compliance**

19 26. Within 30 days of the designation of the Assistant Superintendent of Compliance, the
20 District shall provide, for the OAG's review and approval, draft revisions to its BPs and ARs that
21 give effect to the requirements of paragraph 18 of this Judgment concerning the designation and
22 duties of the Assistant Superintendent for Compliance.

- 23 a) Within 60 days of the OAG's approval, the District shall promulgate the revised BPs
24 and ARs. Any further revisions to these BPs and ARs shall be subject to the approval
25 of the OAG.

26 **B. Designation of Superintendent as Title IX Decision-Maker**

27 27. Within 30 days of this Judgment's effective date, the District shall provide, for the
28 OAG's review and approval, draft revisions to its BPs and ARs that give effect to the

1 requirements of paragraph 21 of this Judgment concerning the designation of the Superintendent
2 as Title IX Decision-Maker.

- 3 a) Within 60 days of the OAG’s approval, the District shall promulgate the revised BPs
4 and ARs. Any further revisions to these BPs and ARs shall be subject to the approval
5 of the OAG.

6 **C. BP/AR 1312.3 – Uniform Complaint Procedures**

7 28. Within 60 days of this Judgment’s effective date, the District shall provide, for the
8 OAG’s’s review and approval, draft revised versions of its BP and AR 1312.3 that:

- 9 a) Explicitly permit the filing of UCP complaints by third parties on behalf of alleged
10 individual victims to the extent required under section 4600, subdivisions (d) and (e)
11 of title five of the California Code of Regulations;
- 12 b) Provide that any school personnel who witness or receive an oral complaint of
13 harassment, discrimination, or retaliation shall immediately notify the Assistant
14 Superintendent of Compliance and, once notified, the Assistant Superintendent of
15 Compliance or trained designee shall enter the complaint in the Centralized System;
- 16 c) Require that all documents received or generated during the investigation, resolution,
17 and appeal of any complaint filed under BP/AR 1312.3 be uploaded to the
18 Centralized System;
- 19 d) Provide for express notification to all parties that the mediation process is voluntary;
- 20 e) Provide that the District may delay initiating an investigation by no longer than 30
21 days in the event of a parallel investigation by a law-enforcement agency, provided
22 that the District notifies the complainant of its intention to delay initiating its
23 investigation and the complainant agrees;
- 24 f) Specify that, in the event of a parallel investigation by a law enforcement agency, the
25 District shall not delay the mandatory provision of interim and/or supportive
26 measures to the complainant or alleged victim and/or take other necessary actions to
27 protect the complainant or alleged victim from further harm;
- 28

- 1 g) Require the Assistant Superintendent of Compliance to, in the event of a parallel
2 investigation by a law enforcement agency, make and document in the Centralized
3 System weekly inquiries with the relevant law enforcement agency as to whether the
4 investigation in question has concluded;
- 5 h) Provide that a law enforcement agency's decision at the conclusion of an
6 investigation not to recommend criminal charges does not excuse the District from
7 any of its independent obligations under AR 1312.3;
- 8 i) Require the recusal and substitution of the Assistant Superintendent of Compliance,
9 Title IX Decision-Maker, investigator and any other participant from any
10 investigation in which they have, or would be perceived by a reasonable observer as
11 having, a conflict of interest;
- 12 j) Ensure that complainants are protected from retaliation and that the identity of a
13 complainant alleging discrimination, harassment, intimidation or bullying remain
14 confidential as appropriate and except as required by law;
- 15 k) Explicitly require that investigations be conducted in a manner that protects
16 confidentiality of the parties consistent with law and maintains the integrity of the
17 process;
- 18 l) Require, in the event of sustained allegations, all investigation reports to also include
19 measures to eliminate any hostile environment and prevent recurrence of the
20 misconduct found to have occurred;
- 21 m) Require the Assistant Superintendent of Compliance, in the event of a complaint
22 involving a student with a disability, to consult with that student's Individualized
23 Education Program (IEP) team and/or Section 504 team throughout the process of
24 investigating and resolving the complaint and ensure that the student with a disability
25 is not discriminated against on the basis of disability, including with respect to
26 requests for supportive measures and remedies; and
- 27 n) Require the Assistant Superintendent of Compliance to maintain in the Centralized
28 System a record of all subsequent actions taken in relation to any complaint received.

1 29. Within 60 days of the OAG’s approval of the draft BP and AR, the District shall
2 promulgate the revised BP/AR 1312.3. Any further revisions to BP/AR 1312.3 shall be subject to
3 approval of the OAG.

4 **D. BP 5145.3 – Nondiscrimination/Harassment**

5 30. Within 60 days of this Judgment’s effective date, the District shall provide, for the
6 OAG to review and approve, a revised draft of BP 5145.3 that:

- 7 a) Provides that, consistent with Education Code section 48900, subdivision (s)(2), the
8 BP applies to student conduct occurring on the way to and from school; and
- 9 b) Complies with 34 C.F.R. §106.8 and any superseding regulations.

10 31. Within 60 calendar days of the OAG’s approval of the draft BP, the District shall
11 promulgate the revised BP 5145.3. Any further revisions to BP 5145.3 shall be subject to the
12 OAG’s approval.

13 **E. AR 4019.1 – Boundaries Policy**

14 32. Within 60 days of this Judgment’s effective date, the District shall provide, for the
15 OAG’s approval, a draft revised version of its AR 4019.1 that:

- 16 a) Provides that the District shall use the procedures set forth in its AR 1312.3 to
17 investigate all alleged Boundaries Policy violations, unless the alleged violation may
18 constitute sexual harassment under 34 C.F.R. § 106.30, in which case the District
19 shall investigate the alleged violation using the procedures set forth in its AR
20 5145.71; and
- 21 b) Requires the District, prior to interviewing any minor student complainant in any case
22 involving alleged Boundaries Policy violations, to provide telephonic notification and
23 to the parent/guardian of the student complainant, as well as a written follow-up
24 notification informing the parent/guardian of the outcome of the investigation and any
25 steps taken to resolve the Boundaries Policy violation within 30 days of the incident.

26 33. Within 60 calendar days of the OAG’s approval of the draft AR, the District shall
27 promulgate the revised AR 4019.1. Any further revisions to AR 4019.1 shall be subject to the
28 approval of the OAG.

1 **F. BP/AR 4119.11, 4219.11, 4119.12, 4219.12, 1312.12, and 4030**

2 34. Within 60 days of this Judgment’s effective date, the District shall provide, for the
3 OAG to review and approve, draft revised versions of its BP/AR 4119.11, 4219.11, 4119.12,
4 4219.12, 1312.12, and 4030 that state that:

- 5 a) These BPs and ARs shall not be used to resolve complaints brought by, on behalf of,
6 or against students;
- 7 b) All complaints of sexual harassment brought by, on behalf of, or against students that
8 meet the definition of “sexual harassment” set forth in 34 C.F.R. § 106.30 shall be
9 investigated and resolved under BP/AR 5145.71; and
- 10 c) All complaints of sexual harassment brought by, on behalf of, or against students that
11 do not meet the definition of “sexual harassment” set forth in 34 C.F.R. § 106.30 shall
12 be investigated and resolved under BP/AR 1312.3.

13 35. Within 60 days of the Attorney General’s approval of the drafts, the District shall
14 promulgate the revised BP/AR 4119.11, 4219.11, 4119.12, 4219.12, 1312.12, and 4030. Any
15 further revisions to these BPs and ARs shall be subject to the approval of the OAG.

16 **G. AR 4112.5 and 4212.5 – Criminal Records Check**

17 36. Within 60 days of this Judgment’s effective date, the District shall provide, for the
18 OAG to review and approve, draft revised versions of its AR 4112.5 and 4212.5 that state that,
19 consistent with Education Code section 44836, subdivision (a)(1), the District shall not hire or
20 retain any employee who has been convicted of a sex offense as defined in section 44010.

21 37. Within 60 days of the OAG’s approval of the drafts, the District shall promulgate the
22 revised AR 4112.5 and 4212.5. Any further revisions to these ARs shall be subject to the approval
23 of the OAG.

24 **H. BP/AR 5145.71 – Title IX**

25 38. Within 60 days of this Judgment’s effective date, the District shall provide, for the
26 OAG to review and approve, draft revised versions of its BP and AR 5145.71 that:

- 27 a) Comply with the procedural requirements set forth in 34 C.F.R. § 106.45 and any
28 superseding regulation;

- 1 b) Provide that the District may delay initiating an investigation by no longer than 30
2 days in the event of a parallel investigation by a law-enforcement agency, provided
3 that the District notifies the complainant of its intention to delay initiating its
4 investigation and the complainant agrees;
- 5 c) Specify that, in the event of a parallel investigation by a law enforcement agency, the
6 District shall not delay notice of complaint filing options or the immediate provision
7 of interim and/or supportive measures to the complainant or alleged victim;
- 8 d) Require the Assistant Superintendent of Compliance to, in the event of a parallel
9 investigation by a law enforcement agency, make and document in the Centralized
10 System weekly inquiries with the relevant law enforcement agency as to whether the
11 investigation in question has concluded;
- 12 e) Provide that a law-enforcement agency's decision at the conclusion of an
13 investigation not to recommend criminal charges does not excuse the District from
14 any of its independent obligations under BP and AR 5145.7;
- 15 f) Require the recusal and substitution of the Assistant Superintendent of Compliance,
16 Title IX Decision-Maker, investigator and any other participant from any
17 investigation in which they have, or would be perceived by a reasonable observer as
18 having, a conflict of interest;
- 19 g) Provide that the Superintendent shall serve as the adjudicator of appeals for matters in
20 which the Assistant Superintendent of Compliance is the decision-maker, and the
21 Board shall serve as the adjudicator of appeals for matters in which the
22 Superintendent is the decision-maker; and
- 23 o) Require the Assistant Superintendent of Compliance, in the event of a complaint
24 involving a student with a disability, to consult with that student's IEP team and/or
25 Section 504 team throughout the process of investigating and resolving the complaint
26 and ensure that the student with a disability is not discriminated against on the basis
27 of disability, including with respect to requests for supportive measures and remedies.
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1 39. Within 60 calendar days of the Attorney General’s approval of the drafts, the District
2 shall promulgate the revised BP and AR 5145.71. Any further revisions to BP and AR 5145.71
3 shall be subject to the approval of the OAG.

4 **I. Criminal Records Check for Contracted Employees**

5 40. Within 60 days of this Judgment’s effective date, the District shall provide, for the
6 OAG to review and approve, draft BPs and/or ARs, or draft revised versions of existent BPs and
7 ARs that require the District to verify, before any contracted employee may have contact with
8 students, that the contracted employee has a valid criminal record check on file with the
9 contracting entity.

10 41. Within 60 days of the OAG’s approval of the drafts, the District shall promulgate the
11 drafts. Any further revisions to any BPs or ARs promulgated or amended pursuant to paragraph
12 40 of this Judgment shall be subject to the approval of the OAG.

13 **J. Summary of Changes to BP/ARs Under this Section**

14 42. Within 60 days of promulgating all of the new and revised BPs and ARs required
15 under this section, the District shall provide, for the OAG to review and approve, a
16 comprehensive summary (the Procedures Summary) of the District’s procedures for receiving,
17 investigating, and resolving complaints alleging sexual harassment, assault, or abuse of students
18 of the District.

19 43. Within 30 days of the OAG’s approval, the District shall provide all staff, students
20 grades 6-12, and parents/guardians with the Procedures Summary with links to the relevant BPs
21 and ARs, and shall make the Procedures Summary and all revised BP/ARs discussed in this
22 Judgment available on its website.

23 **V. POLICIES, PROCEDURES, AND PROTOCOLS**

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

25 44. Within 60 days of this Judgment’s effective date, the District shall provide, for the
26 OAG to review and approve, a policy that: (1) prohibits residential furniture (e.g., couches or
27 beds) in classrooms or offices, and (2) requires, except in cases of emergency, that the windows
28

1 of all classrooms and offices not be obstructed, such that it is possible to see inside the classroom
2 or office.

- 3 a) Within 30 days of the OAG's approval, the District shall issue the final policy to all
4 staff by email. The District shall also issue the final policy the next scheduled staff
5 meeting.
- 6 b) Within 60 days of the Judgment's effective date, the District shall provide, for the
7 OAG to review and approve, a periodic-audit instrument for assessing school-site
8 compliance with these provisions.
- 9 c) Upon the OAG's approval of the audit instrument, the District shall conduct periodic
10 unannounced in-person audits of school sites' compliance with this furniture-and-
11 windows policy. The District shall conduct such an audit at each school site a
12 minimum of two times per school year, with no two audits of the same school site
13 occurring less than two months apart.

14 45. Within 60 days of this Judgment's effective date, the District shall issue and
15 implement a policy that provides that only administrators and office staff, and not individual
16 teachers, may issue hall passes to students other than hall passes to use the restroom or go to the
17 office.

- 18 a) The District shall issue the final policy to staff by email and during a staff meeting.

19 46. Within 60 days of this Judgment's effective date, the District shall provide, for the
20 OAG to review and approve, a policy regarding the confidential handling, storage, and deletion of
21 sensitive photos, animated images, audio recordings, and video recordings of students, including
22 but not limited to photos in which students appear fully or partially nude, obtained during the
23 course of investigations. The policy shall comply with all laws and regulations. The policy shall
24 further specify the discipline that shall be imposed on any District employee who violates its
25 terms.

- 26 a) Within 30 days of the OAG's approval, the District shall issue the final policy to staff
27 by email, and also provide notice of the policy by email to parents/guardians. The
28 District shall also issue the final policy during the next scheduled staff meeting.

1 47. Within 180 days of the effective date of this Judgment, the District shall provide, for
2 the OAG to review and approve, a plan for increasing peer support for students who have
3 experienced sexual harassment, assault, or abuse. Upon the OAG’s approval, the District shall
4 implement the plan district-wide and at each of its school sites.

5 48. The District shall continue to conduct “quadrant monitoring”—the District’s system
6 for the daily monitoring of campuses based on physical layout, student population movement, and
7 other individual site-related factors. The District shall require each school site to maintain a log at
8 the school site’s front office to verify that daily quadrant monitoring has taken place.

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

10 49. Within 90 days of this Judgment’s effective date, the District shall provide, for the
11 OAG to review and approve, a form that all staff shall be required to complete and submit to the
12 Assistant Superintendent of Compliance upon receiving an oral report or complaint involving
13 sexual harassment or abuse. The form shall be available to staff in both written and electronic
14 form. The Assistant Superintendent of Compliance shall ensure that the form is immediately
15 entered into the Centralized System upon its completion.

16 50. Within 90 days of this Judgment’s effective date, the District shall provide, for the
17 OAG to review and approve, a standardized written response (the Notice of Rights Form) that
18 shall be provided to any individual who makes an oral report or complaint of sexual harassment,
19 assault, or abuse. The Notice of Rights Form shall:

- 20 a) Describe the District’s complaint investigation and resolution options, including the
21 UCP and Title IX processes, and the timelines and procedural steps under those
22 processes; and
23 b) Include a link or electronic address to the web-based option for submitting complaints
24 described in paragraph 24(a) of this Judgment.

25 51. Within 30 days of the OAG’s approval of the form described in paragraph 49 of this
26 Judgment and the Notice of Rights Form, the District shall submit, for the OAG to review and
27 approve, a policy and draft training materials for all staff on the mandatory use of those forms.
28

- 1 a) Within 30 days of the Attorney General’s approval of the policy and draft training
2 materials, the District shall distribute the final policy and forms to all staff and
3 schedule trainings on the policy for all staff, which shall be completed within 60 days
4 of the policy’s distribution.

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

6 52. The Assistant Superintendent of Compliance shall be responsible for:

- 7 a) Conducting a weekly review and ensuring that all complaints and incident reports
8 involving sexual harassment, assault, or abuse of students submitted through the web-
9 based option described in paragraph 24(a) of this Judgment, Sprigeo, WeTip, or any
10 other complaint-submission portal are properly logged in the Centralized System and
11 are being investigated and resolved in compliance with law and regulation;
- 12 b) Conducting a weekly review and ensuring that all complaints involving sexual
13 harassment, assault, or abuse of students described in AERIES incident reports are
14 properly logged in the Centralized System and are being investigated and resolved in
15 compliance with law and regulation; and
- 16 c) Conducting a weekly review and ensuring that all allegations of sexual harassment,
17 assault, or abuse of students contained in Mandatory Reports submitted by District
18 staff of which the District is aware are properly logged in the Centralized System and
19 are being investigated and resolved in compliance with law and regulation.

20 53. The District shall revise the Sprigeo platform in the following ways:

- 21 a) The “type of incident” category shall include the options to mark an incident as a
22 Boundaries Policy violation or as involving allegations of sexual harassment, assault,
23 or abuse or discrimination, harassment, intimidation, or retaliation based on protected
24 characteristics (sex, race, color, national origin, ethnicity, disability, etc.). The District
25 shall ensure that reports meeting any of those criteria are immediately sent to the
26 Assistant Superintendent of Compliance;
- 27
28

- 1 b) The options for “actions taken” shall be expanded to include steps taken to comply
2 with the UCP, Title IX, and CANRA, including the date the incident was logged in
3 the Centralized System;
- 4 c) The platform shall allow for keyword searches of incidents, to facilitate the Assistant
5 Superintendent of Compliance’s review of incidents; and
- 6 d) The person carrying out the “reviewer” function for any incident shall be required to
7 provide their full name, title, and school location, to allow for confirmation that the
8 reviewer does not have a conflict of interest and assess whether reviewer(s) are taking
9 the required steps after learning of an incident and provide training or retraining, as
10 needed.

11 **D. Staff Discipline**

12 54. Within 60 days of this Judgment’s effective date, the District shall provide, for the
13 OAG to review and approve, a draft policy regarding discipline for staff who have been found to
14 have violated any policy regarding sexual harassment, assault, or abuse of students of the District,
15 or the Boundaries Policy.

- 16 a) The policy shall describe the range and type of discipline, up to and including
17 termination, to be imposed on staff found to have violated any policy related to sexual
18 harassment, assault, or abuse of students of the District, or the Boundaries Policy, as
19 well as the reasons for which different forms of discipline may be imposed.
- 20 b) As concerns staff who have been found to have violated any policy regarding sexual
21 harassment, assault, or abuse of students of the District, or the Boundaries Policy, but
22 whose employment has not been terminated as a result of that finding, the policy shall
23 provide that:
- 24 i. The staff member shall receive a plan of assistance that includes re-training on
25 all relevant policies;
- 26 ii. A supervisor of the staff member shall conduct an in-person review, to be
27 followed by a written summary, with the staff member 10, 30, and 45 days after
28 the finding of violation, and then once every semester thereafter for at least one

1 year, or longer, as appropriate for the violation, to assess whether the staff
2 member has ceased violating the policy or policies at issue.

- 3 c) The Assistant Superintendent of Compliance shall review all assessments conducted
4 pursuant to paragraph 54(b) of this Judgment to determine whether additional or
5 alternative corrective actions are necessary.
- 6 d) The policy shall further provide that the Assistant Superintendent of Compliance is
7 responsible for ensuring that all information and documents related to staff discipline
8 for violations of policies related to sexual harassment, assault, or abuse of students of
9 the District, or the Boundaries Policy—including reports of discipline of credentialed
10 employees submitted to the Commission on Teacher Credentialing pursuant to
11 Education Code section 44030.5—are uploaded to the Centralized System.

12 55. Within 30 days of the Attorney General’s approval of the draft policy described in
13 paragraph 54 of this Judgment, the District shall distribute the final policy to all staff by email.
14 The District shall also distribute the final policy during the next scheduled staff meeting.

15 **E. Substitute Teachers**

16 56. The District shall ensure that all complaints involving allegations against substitute
17 teachers related to sexual harassment, assault, or abuse of students of the District, or the
18 Boundaries Policy, are logged in the Centralized System and investigated under either the
19 District’s AR 1312.3 – Uniform Complaint Procedures, or AR 5145.71 – Title IX and in
20 compliance with law and regulation.

21 57. The District shall maintain in the Centralized System a consolidated list of all
22 substitute teachers whom it will not use in the future and whose reappointment as a substitute
23 teacher it will not seek from the Board of Education. The District shall include on the list any
24 substitute teacher found to have committed sexual harassment, assault, or abuse of students of the
25 District, or a violation of the Boundaries Policy.

26 58. The District shall not use or seek the reappointment by the Board of Education of any
27 substitute teacher during the pendency of any investigation of allegations that the substitute
28

1 teacher has committed sexual harassment, assault, or abuse of students of the District, or a
2 violation of the Boundaries Policy.

3 **VI. TRAININGS**

4 59. Within 60 days of the OAG's approval of the Procedures Summary required under
5 section IV.J of this Judgment, the District shall provide, for the OAG to review and approve, draft
6 training materials for students and parents/guardians, as well as a plan for their annual delivery.

7 The training materials for students shall be age-appropriate. The training materials shall address:

- 8 a) The District's revised UCP, Title IX, and Boundaries policies, including where to
9 locate the relevant procedures on the District's website;
- 10 b) The authority of the California Department of Education's Office of Equal
11 Opportunity and the United States Department of Education's Office of Civil Rights
12 and their authority to enforce, respectively, the UCP and Title IX;
- 13 c) The definitions of grooming, sexual harassment, sexual assault, sexual abuse, and
14 retaliation, the legal prohibitions regarding the same, the key signs of grooming
15 behavior, and the District's commitment to maintaining an environment free of the
16 aforementioned harms;
- 17 d) What students and parents/guardians should do if they believe a student has been
18 subjected to sexual harassment, assault, or abuse, or retaliation, including how to
19 make a report and/or file a complaint with the Assistant Superintendent of
20 Compliance or their designee and on Sprigeo/WeTip anonymously or otherwise; and
- 21 e) The interim and/or supportive measures available to students who report sexual
22 harassment or retaliation, and the remedies available to them following a finding of
23 sexual harassment retaliation.

24 60. Upon the OAG's approval of the training materials described in paragraph 59 of this
25 Judgment, the District shall deliver the training to students and parents/guardians within 60 days,
26 unless that deadline would occur during the District's summer break, in which case the District
27 shall deliver the training within 60 days of the beginning of the next academic year. Thereafter,
28 the District shall deliver the training within 60 days of the beginning of each academic year. The

1 trainings for students may be provided in class or in small groups, and/or in an assembly. A
2 refresher micro-training for students shall also be provided at the beginning of the second
3 semester of each school year.

4 61. Within 180 days of this Judgment's effective date, the District shall submit for OAG
5 approval training materials for administrators and staff, as well as a plan for their delivery in one
6 full-length training and one micro-training per year, that address:

- 7 a) The scope of the UCP and Title IX, and their application to oral and written reports of
8 discrimination, harassment, retaliation, and intimidation in the District's programs or
9 activities;
- 10 b) The District's UCP, Title IX, and Boundaries Policy complaint process, including an
11 explanation of the types of conduct for which reports can be made;
- 12 c) The reporting requirements for staff who witness or otherwise receive notice of
13 discriminatory, harassing, retaliatory, or intimidating conduct that may be covered by
14 the UCP or District policies;
- 15 d) The requirement that the District use its UCP procedures to respond to complaints of
16 bullying under its BP/AR 5131.2;
- 17 e) Staff's obligation to prevent and respond to bullying and harassment on the basis of
18 sex, gender, and sexual orientation and other protected categories;
- 19 f) The responsibility of all District staff to notify the Assistant Superintendent of
20 Compliance of all oral reports or written complaints of sexual harassment, assault, or
21 abuse of students of the District and once notified, the Assistant Superintendent of
22 Compliance shall enter those complaints in the Centralized System.

23 62. Upon the OAG's approval of the training described in Paragraph 61 of this Judgment,
24 the District shall deliver the training to all administrators and staff within 60 days. The District
25 shall thereafter deliver the training to staff in one full-length training and one micro-training per
26 year.

27 63. Within 60 days of this Judgment's effective date, the District shall submit for the
28 OAG's approval draft guidance and training materials for administrators and relevant staff on the

1 responsibility of the District and its school sites to implement a legally compliant response to
2 complaints of sexual harassment, assault, or abuse involving students with disabilities, including,
3 when necessary, by holding a manifestation determination hearing under 34 C.F.R. § 300.350(e)
4 and corresponding state law. Upon the OAG’s approval, the District shall implement the guidance
5 and deliver the training to all administrators and relevant staff within 60 days. The District shall
6 thereafter deliver the training on an annual basis. The training and guidance shall address:

- 7 a) The application of BP/AR 5145.3 and 5145.7, and BP 4019.1 to students with
8 disabilities;
- 9 b) The District’s obligations under Title IX, the Individuals with Disabilities Education
10 Act (20 U.S.C. § 1400 et seq.), and Section 504 of the Rehabilitation Act of 1973 (29
11 U.S.C. § 701 et seq.) upon receiving notice or allegations of sexual harassment,
12 assault, or abuse involving one or more students with disabilities;
- 13 c) The steps that should be taken when sexual harassment of or by a student with a
14 disability is reported, including which staff members should respond to such reports;
- 15 d) When remedies such as discipline, schedule changes, or stay-away orders might
16 constitute a change in a student’s placement under 34 C.F.R. § 300.116; and
- 17 e) The steps that should be taken to notify a student’s Individual Education Program or
18 Section 504 team of information related to allegations of sexual harassment or
19 remedial actions taken.

20 **VII. PRINTED AND POSTED MATERIALS**

21 64. Upon promulgating the revisions to its AR 5145.3 required under section IV.D of this
22 Judgment, the District shall ensure that this revised version of its notice of nondiscrimination
23 replaces any previous version on its website and in any printed materials that it provides or makes
24 available to staff, students, or parents/guardians.

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

- 1 a) The District shall require that each school site provide, at the beginning of each
2 academic quarter, photographic proof that it has satisfied these requirements.
- 3 b) Within 60 days of this Judgment’s effective date, the District shall provide, for the
4 OAG to review and approve, a periodic-audit instrument for assessing school-site
5 compliance with these provisions.
- 6 c) Within 30 days of receiving approval, the District shall conduct periodic
7 unannounced in-person audits of school sites’ compliance with these display
8 requirements. The District shall conduct such an audit at each school site a minimum
9 of two times per school year, with no two audits of the same school site occurring less
10 than two months apart.

11 66. Within 60 days of this Judgment’s effective date, the District shall revise all of its
12 “See/Hear/Sense/Say Something” materials to:

- 13 a) Provide the contact information for the Assistant Superintendent of Compliance;
14 b) Specify that staff have a duty to immediately report all suspected sexual misconduct
15 identified through any means (e.g., observation or oral or written reports) to the
16 Assistant Superintendent of Compliance or the Assistant Superintendent of
17 Compliance’s designee (and specify that designee); and
- 18 c) State that students and parents/guardians are strongly encouraged to notify the
19 Assistant Superintendent of Compliance of suspected sexual misconduct.

20 67. Within 60 days of this Judgment’s effective date, the District shall revise its
21 “Defining Professional Adult/Student Boundaries” pamphlet to include:

- 22 a) On page 6 of the pamphlet:
- 23 i. Contact information for the Assistant Superintendent of Compliance;
24 ii. A statement that, in addition to reporting suspected child abuse to San
25 Bernardino County Children and Family Services and/or law enforcement as
26 applicable, employees are also required to immediately report to the Assistant
27 Superintendent of Compliance suspected child abuse that may also meet the
28 definition of sexual harassment, assault, or abuse;

- 1 iii. A statement that students and parents/guardians are strongly encouraged to
2 report suspected child abuse to the Assistant Superintendent of Compliance;
3 iv. A statement that it is the District’s responsibility to provide a prompt, thorough,
4 and equitable investigation and response to stop and prevent sexual harassment,
5 assault, and abuse of students of the District and remedy its effects; and
6 v. Links or electronic addresses to the portions of the District’s website concerning
7 relevant BPs, ARs, and notices concerning student rights in connection with
8 complaints alleging sexual harassment, assault, or abuse of students of the
9 District.

10 b) On page 7 of the pamphlet:

- 11 i. Contact information for the Assistant Superintendent of Compliance;
12 ii. A statement that employees are required to immediately report Boundaries
13 Policy violations and sexual harassment, assault, and abuse to the Assistant
14 Superintendent of Compliance; and
15 iii. A statement that students and parents/guardians are strongly encouraged to
16 report Boundaries Policy violations and sexual harassment, assault, and abuse
17 to the Assistant Superintendent of Compliance.

18 c) On page 11 of the pamphlet—in place of the page’s current content—language stating
19 that all oral reports and written complaints involving sexual harassment, assault, or
20 abuse of students of the District must be addressed through the District’s UCP/Title
21 IX process.

22 68. Within 60 days of the effective date of the Judgment, the District shall revise the
23 poster notifying pupils of its written policy on sexual harassment that it is required to create and
24 display under Education Code section 231.6 to state that all staff are required to notify the
25 Assistant Superintendent of Compliance or principal of their school site within one day of
26 witnessing any incident of unlawful harassment or other discrimination.

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

- 4 a) The Procedures Summary required under section IV.J of this Judgment;
- 5 b) All BP/ARs and Notices required by this Judgment;
- 6 c) The Notice of Rights Form required under paragraph 49 of this Judgment; and
- 7 d) Any UCP or Title IX complaint forms that the District may maintain.

8 **VIII. CLIMATE SURVEY AND ADVISORY COMMITTEE**

9 70. Within 60 days of this Judgment’s effective date, the District shall provide, for the
10 OAG’s review and approval, an anonymous climate survey (the Climate Survey) to assess
11 students’ experiences with sexual harassment, assault, and abuse at the District’s schools, and
12 their attitudes towards the District’s response to notice or allegations of sexual harassment,
13 assault, and abuse. Within 60 days of the OAG’s approval of the Climate Survey, the District
14 shall administer the Climate Survey to all students between grades 6-12. Thereafter, the District
15 shall administer the Climate Survey before the end of each academic semester, for two years. The
16 District will then administer the Climate Survey before the end of each academic year.

- 17 a) Within 30 days of each administration of the Climate Survey, the District shall
18 provide the OAG with the survey results, as well as proposed actions to address any
19 issues raised in the survey.

20 71. Within 90 days of this Judgment’s effective date, and not prior to September 1, 2024,
21 the District shall establish an advisory committee (the School Climate Advisory Committee)—
22 consisting of a minimum of three parents of current or former District students and two current
23 District students—that will study the District’s efforts to prevent and respond to sexual
24 harassment, assault, and abuse of students of the District and make recommendations to the
25 District for improving those efforts.

- 26 a) The School Climate Advisory Committee shall meet on a quarterly basis. Within 14
27 days of each meeting, the District shall make a summary of its meeting available on
28

1 its website and provide that summary to the OAG and the School Board at its next
2 scheduled meeting.

3 b) The District shall provide the Committee with access to the results of the Climate
4 Survey as well as anonymized information about the status, investigation, and
5 resolution of complaints alleging sexual harassment, assault, or abuse of students of
6 the District.

7 c) The Committee shall provide the District with feedback on its efforts to prevent and
8 respond to sexual harassment, assault, and abuse of students of the District. Within 30
9 days of each Committee meeting, the District shall respond in writing to any actions
10 proposed by the Committee.

11 **IX. COMPENSATORY SERVICES**

12 72. The OAG has provided the District with a confidential list of current and former
13 students whom the OAG has determined—based on informed obtained during the OAG’s
14 investigation—are entitled to compensatory education and mental-health services for reasons
15 related to the allegations in the OAG’s Complaint. The District shall offer all individuals on that
16 list, through third-party vendors, with a minimum of 15 hours of appropriate mental-health
17 services and 15 hours of appropriate academic tutoring and career counseling. With the consent of
18 the student, an appropriately qualified District mental health therapist may provide the mental
19 health counseling services.

20 73. Within 60 days of the District’s receipt of the list of eligible individuals, the District
21 shall provide, for the OAG’s review and approval, a plan for providing individuals on that list
22 with notification of their eligibility and a draft written notice providing information about the
23 compensatory services and how to access them, including a phone number for the District’s
24 Assistant Superintendent of Compliance or designee to answer any questions. Within 30 days of
25 the OAG’s approval of the plan and notice, the District shall notify all eligible individuals by mail
26 and email at their last known addresses.

1 74. Eligible individuals shall have two years from the District’s notification of their
2 eligibility to receive compensatory services under this section. That two-year period shall be
3 tolled for any delays in the provision of compensatory services attributable to the District.

4 **X. CANRA COMPLIANCE**

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

10 76. The District shall maintain an internal webpage accessible to District employees that
11 describes CANRA’s requirements with respect to the submission of mandatory reports and
12 provides an example of the written follow-up report that is required under Penal Code section
13 11166, subdivision (a).

14 77. All District administrators, including the Superintendent, shall:

- 15 a) Affirm under penalty of perjury that they understand the requirements of CANRA
16 with respect to the submission of mandatory reports, including written reports;
- 17 b) Affirm under penalty of perjury that they understand that under Penal Code section
18 11166, subdivision (i)(1), a mandatory reporter’s duties are individual, and no
19 supervisor or administrator may impede or inhibit an individual’s reporting duties;
20 and
- 21 c) Affirm they will not violate CANRA.

22 78. All District administrators, including the Superintendent, shall retain all copies of any
23 written Mandatory Reports that they receive in the Centralized System.

24 **XI. VERIFICATION OF COMPLIANCE**

25 79. The District shall provide the OAG with continuous access to the Centralized System
26 for purposes of assessing and monitoring the District’s compliance with this Judgment.

27 80. The District shall, on a monthly basis, provide the OAG with the following:
28

- 1 a) All written complaints received involving allegations of sexual harassment, assault or
2 abuse of students of the District, or Boundaries Policy violations;
- 3 b) All documentation of oral reports and complaints involving allegations of sexual
4 harassment, assault or abuse of students of the District, or Boundaries Policy
5 violations;
- 6 c) All investigation reports generated by the District or received from third parties
7 involving allegations of sexual harassment, assault or abuse of students of the
8 District, or Boundaries Policy violations;
- 9 d) All findings letters issued at the conclusion of any investigation involving allegations
10 of sexual harassment, assault or abuse of students of the District, or Boundaries
11 Policy violations;
- 12 e) Evidence of all interim measures, supportive measures, or remedies offered to
13 complainants amid or following the conclusion of an investigation involving
14 allegations of sexual harassment, assault, or abuse of students of the District; and
- 15 f) Evidence of all reports to the Commission on Teacher Credentialing made in
16 connection with any investigation involving allegations of sexual harassment, assault
17 or abuse of students of the District, or Boundaries Policy violations.

18 81. The Attorney General will review the documents provided by the District under
19 paragraph 80 of this Judgment to assess the District's compliance with the applicable laws and
20 regulations, as well as the District's own policies and procedures, including but not limited to its
21 BPs and ARs. Following its review, the Attorney General's Office will provide the District with
22 its concerns, if any, in writing, along with corrective actions to address its concerns and a
23 reasonable timeline for implementing those corrective actions. The District shall implement the
24 Attorney General's corrective actions according to this timeline.

25 82. Except as otherwise provided herein the District shall substantiate its compliance with
26 the provisions of this Judgment by timely submitting to the OAG documents or information
27 sufficient to establish that it has achieved compliance within 15 days of any compliance date
28 specified in this Judgment.

1 a) The OAG and any experts it may rely on for assistance in assessing or monitoring the
2 District's compliance with this Judgment may make reasonable requests for
3 additional information establishing the District's compliance with any provision of
4 this Judgment, which the District shall provide within seven days of the Attorney
5 General's request, unless another date is agreed to in writing.

6 83. To assess and monitor the District's compliance with this Judgment, the OAG shall
7 be permitted to speak with District personnel, view documents, and visit the District's schools,
8 offices, and buildings.

9 84. During the first two years in which this Judgment is in effect, the District and OAG
10 shall have monthly meetings to discuss the status of the District's compliance with this Judgment.
11 After the Judgment has been in effect for two years, those meetings shall take place on a quarterly
12 basis.

13 85. Beginning one year after the effective date of this Judgment, the OAG shall file with
14 the Court, for inclusion on the Court's public docket, annual compliance reports identifying any
15 Judgment terms with which the District has not achieved substantial compliance. Forty-five days
16 prior to filing the annual compliance report, OAG will provide the District with a draft of the
17 compliance report. The District shall then have 30 days to remedy any areas of noncompliance or
18 partial compliance before the OAG files the report with the Court.

19 **XII. TERMINATION OF JUDGMENT**

20 86. The Judgment shall be in effect for a minimum of five years. The Judgment will
21 terminate automatically five years after its effective date if, on that date, the District is in
22 substantial compliance with all of the Judgment's substantive provisions.

23 87. If, within 100 days of the date on which the Judgment would automatically terminate
24 if the District were in compliance with all of its substantive provisions, the OAG determines that
25 the District is not in substantial compliance with one or more of the Judgment's substantive
26 provisions, the OAG shall initiate a meet-and-confer process with the District and provide the
27 District with 30 days to remedy its noncompliance or partial compliance. If, at the end of those 30
28 days, the OAG determines that the District still has not achieved substantial compliance with one

1 or more substantive provision, the meet-and-confer process shall continue for another ten days,
2 during which time the OAG and the District will attempt in good faith to determine the length of
3 time by which the Judgment should be extended to allow the District to achieve compliance. If
4 the parties cannot reach agreement, the People may petition the Court for such an extension of
5 time.

6 **XIII. CONTINUING COURT JURISDICTION AND DISPUTE RESOLUTION**

7 88. This Judgment shall take effect immediately upon its entry by the Court. The date of
8 entry shall be the Judgment's effective date.

9 89. The Court shall retain jurisdiction over this Judgment while it remains in effect for
10 purposes of allowing any party to the Judgment to apply to the Court for: (a) whatever orders may
11 be necessary or appropriate for the interpretation or carrying out of the Judgment; (b) amending
12 the Judgment, upon good cause shown; (c) enforcing compliance with the Judgment; or (d) for
13 punishing or sanctioning any violations of the Judgment.

14 90. The OAG and the District may jointly stipulate to make changes, modifications,
15 deletions, and/or amendments to the Judgment. If the parties file a joint application or motion to
16 amend the Judgment, those amendments shall become effective upon the filing of a joint motion
17 or application.

18 91. Any time limits for performance imposed by the Judgment may be extended by the
19 mutual agreement, in writing, of the OAG and the District.

20 92. It is the intent of the parties to work collaboratively to address any disputes or
21 noncompliance with this Judgment. In the event that a dispute arises—including any dispute
22 concerning a party's noncompliance—the parties shall, prior to seeking this Court's intervention,
23 meet-and-confer for a minimum of five days. If after that meet-and-confer process, the parties are
24 unable to reach resolution, the party alleging noncompliance or an issue of dispute shall provide
25 written notice and 10 days for the other party to remedy the area of dispute. If the party alleging
26 noncompliance is not satisfied with the remedy, either or both parties may seek this Court's
27 intervention to resolve the dispute, including through a motion to enforce the Judgment.
28

