



Agenda Item Details

Meeting	Sep 15, 2026 - BOARD OF TRUSTEES REGULAR MEETING
Category	3. PERSONNEL
Subject	3.3 (cc) Approval of the Initial SB 1166 Annual Report, January 1, 2025 – June 30, 2026
Access	Public
Type	Action (Consent)
Preferred Date	Sep 15, 2026
Absolute Date	Sep 15, 2026
Fiscal Impact	No
Recommended Action	That the Board of Trustees approve the Initial SB 1166 Annual Report on Efforts to Prevent and Address Sex Discrimination for the reporting period January 1, 2025 through June 30, 2026, and authorize the Chancellor or designee to complete the required submission and public posting.

Public Content

BACKGROUND INFORMATION -

Senate Bill 1166 added Education Code section 66282.1, requiring each California community college district to prepare an annual report concerning sexual harassment reports, complaints, investigations, hearings, appeals, and responsible-employee exemptions. The report must be presented at a public governing board meeting, submitted to the California Community Colleges Chancellor's Office, and posted on the district's website.

The attached initial report covers January 1, 2025 through June 30, 2026, and presents CLPCCD's required aggregate data by college and district location. The report reflects 17 sexual harassment reports received, and no sexual harassment complaints filed with the district Title IX Office during the reporting period. No complaints were under investigation, no official investigations or hearings were reported, and no appeals were requested or pending.

This report aligns with BP 3430 (Prohibition of Harassment), BP 3433 and AP 3433 (Prohibition of Sexual Harassment Under Title IX), AP 3434 (Responding to Harassment Based on Sex Under Title IX), and AP 3435 (Discrimination and Harassment Complaint Procedures). Reporting information, procedures, resources, and Title IX Coordinator contact information are available on the district Human Resources Title IX webpage.

[CLPCCD SB 1166 Annual Report 09.15.2026.pdf \(251 KB\)](#)**Administrative Content**

Our adopted rules of Parliamentary Procedure, Robert's Rules, provide for a consent agenda listing several items for approval of the Board by a single motion. Documentation concerning these items has been provided to all board members and the public in advance to assure an extensive and thorough review. Items may be removed from the consent agenda at the request of any board member.

Motion & Voting

Motion to Approve the Consent Calendar, excluding Agenda Item 5.4.

Motion by Catheryn Grier, second by Harris Mojadedi.

Final Resolution: Motion Carries

Aye: Hal Gin, Linda Granger, Maria Heredia, Harris Mojadedi, Steve Lanza, Catheryn Grier, Hector Garcia



Annual Report on Efforts to Prevent and Address Sex Discrimination

SB 1166 | Education Code section 66282.1

Initial reporting period: January 1, 2025 - June 30, 2026

Background

Senate Bill 1166 added Education Code section 66282.1 to improve statewide visibility into gender equity and institutional responses to sexual harassment in higher education. The statute requires each California community college district to prepare and submit an annual report to the California Community Colleges Chancellor's Office.

The report must include specified aggregate data concerning sexual harassment reports; complaints filed with the college/district Title IX Coordinator or district Title IX Office; complaints under investigation; investigation timeliness; hearing, resolution, and appeal outcomes; and positions or categories of employees exempt from being designated as responsible employees under Education Code section 66281.8.

The District must also post the annual report on its public website and present it at a public meeting of the Chabot-Las Positas Community College District Board of Trustees. The Chancellor's Office will compile district submissions into a statewide report to the Legislature.

CLPCCD's initial report covers the Chancellor's Office reporting period of January 1, 2025 through June 30, 2026. Subsequent reports will cover the preceding fiscal year, July 1 through June 30. The aggregate data in this report were drawn from the district's 2025-2026 SB 1166 Sexual Harassment Reporting Tracker.

CLPCCD will use this annual reporting process to monitor patterns and timeliness and identify opportunities to strengthen communication, documentation, training, and coordination among the college/district Title IX Coordinator, district Title IX Office, Human Resources, Student Services, the colleges, and other appropriate partners.

Key Definitions

For clarity and consistency, the following terms are used in this report in accordance with applicable Education Code provisions, Chancellor's Office reporting guidance, and the district's SB 1166 reporting tracker. These definitions are provided solely to support the Board's review of the reportable data and do not modify or replace applicable law, district board policies and administrative procedures, or established Title IX and discrimination and harassment complaint processes.

Term	Meaning used for this report
Sexual harassment	Unwelcome sexual advances, requests for sexual favors, or other verbal, visual, or physical conduct of a sexual nature in a work or educational setting under the conditions described in Education Code section 212.5. For purposes of this report, sexual harassment also includes sexual battery, sexual violence, and sexual exploitation, as provided in Education Code section 66262.5.
Sexual harassment report	A report or notice received by the college/district indicating that sexual harassment may have occurred. A report may be received before any formal complaint is filed or before any official investigation begins.
Sexual harassment complaint	A complaint filed with or received by the district Title IX Coordinator or district Title IX Office involving alleged sexual harassment.
Official investigation	The district process, conducted under applicable Title IX and district procedures, to gather and evaluate relevant evidence after a sexual harassment complaint is accepted for investigation.
Complaint under investigation	A sexual harassment complaint for which an official investigation has commenced and has not yet been completed during the reporting period.
Final investigative report	The final report summarizing relevant evidence and provided by the investigator to the complainant and respondent.
Hearing	A formal proceeding conducted under applicable Title IX and district procedures to consider a sexual harassment complaint after completion of the investigative process, when required.
Final administrative decision	The written determination by the decision maker as to whether sexual harassment occurred, following the final investigative report and subsequent hearing.
Informal resolution or settlement	A resolution agreed to by both parties that addresses the complaint without a final administrative decision by a decision maker.
Appeal	A request by either party for review of a decision or outcome under the applicable Title IX, district, collective bargaining agreement, or Education Code appeal process.
Responsible employee	An employee who has authority to take action to redress sexual harassment or provide supportive measures to students, or who has a duty to report sexual harassment to an appropriate school official with that authority.
Responsible employee exemption	Personnel who otherwise may fall within responsible-employee categories but are exempt under Education Code section 66281.8(a)(2)(C), including certain confidential professionals or individuals acting in a professional capacity for which confidentiality is mandated by law.

Note: These definitions support consistent interpretation of the reporting categories. The review and handling of individual matters remain governed by applicable law, District Board Policies and Administrative Procedures, and the facts and circumstances of each matter.

Reportable Data Summary

Counts below reflect reportable entries and do not necessarily represent unique individuals or incidents.

Required Report Item	Overall	LPC	Chabot	District	EDCE
Sexual harassment reports received	17	3	13	1	0
Sexual harassment complaints filed with District Title IX Office	0	0	0	0	0
Total report and complaint counts	17	3	13	1	0
Complaints under investigation	0	0	0	0	0

Note: The 17 reports should not be interpreted as 17 separate individuals or incidents. A report does not necessarily result in a formal complaint.

Investigation Timeliness

No sexual harassment complaints were filed and no official investigations occurred during the reporting period. Accordingly, all investigation-timeliness categories are zero.

Filing to Official Investigation Start	Overall	LPC	Chabot	District	EDCE
Less than two weeks	0	0	0	0	0
Two weeks to one month	0	0	0	0	0
One to three months	0	0	0	0	0
Three to six months	0	0	0	0	0
Six to twelve months	0	0	0	0	0
Twelve to 18 months	0	0	0	0	0
More than 18 months	0	0	0	0	0

Investigation Start to Final Report	Overall	LPC	Chabot	District	EDCE
Less than six months	0	0	0	0	0
Six to twelve months	0	0	0	0	0
Twelve to eighteen months	0	0	0	0	0
More than eighteen months	0	0	0	0	0

Resolution and Hearing Status

No sexual harassment complaints were filed during the reporting period. Accordingly, none of the 17 reportable entries proceeded to an informal resolution or settlement, hearing, or final administrative decision.

Required hearing reporting category	Overall	LPC	Chabot	District	EDCE
No hearing	17	3	13	1	0
Informal resolution or settlement agreed by both parties	0	0	0	0	0
Hearing convened and final administrative decision rendered	0	0	0	0	0
Hearing scheduled or concluded; no final decision yet rendered	0	0	0	0	0

Appeals Requested and Outcomes

No appeals were requested or pending during the reporting period. No dismissal appeals or related appeal outcomes were reported.

Appeal measure	Overall	LPC	Chabot	District	EDCE
Appeals requested	0	0	0	0	0
Appeals pending	0	0	0	0	0
Dismissal appeals requested	0	0	0	0	0
Complaints reinstated after dismissal appeal	0	0	0	0	0
Dismissals upheld on appeal	0	0	0	0	0

CBA and Education Code Appeal Processes

No appeals were reported under an applicable collective bargaining agreement or Education Code sections 87669, 88013, or 88124.

Appeal process	Pending	Total
Collective bargaining agreement appeal	0	0
Education Code section 87669 appeal	0	0
Education Code section 88013 appeal	0	0
Education Code section 88124 appeal	0	0

Responsible Employee Exemptions

Education Code section 66281.8 excludes from the definition of “responsible employee” certain therapists and other qualifying professionals, including individuals acting in a professional capacity for which confidentiality is mandated by law. The exemption is limited to the legally confidential role or duties identified below and does not extend to other employees, including administrators, faculty, or classified professionals, merely because they work in the same office or department. The same incumbent may appear in more than one category when the institution has separately designated functions.

Position	Site Location	Department/ Area	Applicable Limitation
CARES Coordinator / Licensed Marriage and Family Therapist	Chabot College	Student Services	Only when acting in a confidential professional capacity
Licensed Clinical Social Workers in CARES	Chabot College	Student Services	Only when acting in a confidential professional capacity
LGBTQ+ Point of Contact	Chabot College Las Positas College	Student Services	Only when acting in a confidential professional capacity
Mental Health Coordinator	Chabot College Las Positas College	Student Services	Only when licensure and legally confidential professional scope apply
Nurse Practitioner / Health Center Coordinator	Chabot College Las Positas College	Student Services/ Health Center	Only for communications within a legally privileged healthcare relationship