

Annual Report on Efforts to Prevent and Address Sex

Discrimination (SB 1166) for 2025 - 2026

Compliance with California Education Code Section 66282.1

Gavilan College | Governing Board Public Meeting | August 11, 2026

Background

Senate Bill 1166 added Education Code section 66282.1 as part of the State's broader effort to improve systemwide visibility into gender equity and sexual harassment response practices in higher education. The statute requires each California community college district to prepare and submit an annual report to the Chancellor's Office on or before September 1, 2026, and each September 1 thereafter. The report must include specified data concerning sexual harassment reports, sexual harassment complaints filed with the District Title IX Office, complaints under investigation, investigation timeliness, hearing outcomes, appeal outcomes, and personnel who are exempt from being considered responsible employees.

In addition to submission to the Chancellor's Office, the annual report must be posted on the District's website and presented during a public meeting of the Governing Board. The Chancellor's Office is also required to compile district submissions into a report to the Legislature, making timely and complete local reporting essential to statewide compliance and oversight.

The District's first report uses the Chancellor's Office reporting period of January 1, 2025 through June 30, 2026. Subsequent annual reports are expected to cover the prior fiscal year, July 1 through June 30. The data in this report was extracted from the District's 2026 SB 1166 Sexual Harassment Reporting Tracker.

The District will continue to use this reporting process to review patterns, monitor timeliness, and identify opportunities to strengthen communication, documentation, training, and coordination among Title IX, Human Resources, Student Services, and other campus partners.

Definitions

For clarity and consistency, the following terms are used in this report as they are used in the Education Code and in the District's SB 1166 reporting tracker. These definitions are provided to support the Board's review of the reportable data and do not replace the District's Title IX policies, grievance procedures, or applicable law.

Term	Definition for this report
Sexual harassment	Unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature in the work or educational setting under conditions described in Education Code section 212.5. For higher education reporting, the term 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 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 submitted to the District Title IX office involving alleged sexual harassment, regardless of whether an official investigation has begun.
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 prepared by the Title IX investigator summarizing relevant evidence and provided 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: Definitions are included to support consistent interpretation of report categories. Case handling remains governed by applicable law, District policy, and the facts of each matter.

Reportable Data Summary

Detailed Reporting Tables

Reporting Metric	Count
Sexual harassment reports filed	10
Sexual harassment complaints filed with District Title IX Office	1
Total sexual harassment reports / Title IX complaints filed	11
Complaints currently under investigation	2
Appeals requested by either party	0
Responsible employee exemptions listed	3

Filing to Investigation Start Categories	Count
Less than two weeks	2
Two weeks to one month	0
One to three months	0
Three to six months	0
Six to twelve months	0
Twelve to 18 months	0
More than 18 months	0

Investigation Start to Final Report Categories	Count
Less than six months	0
Six to twelve months	0
Twelve to eighteen months	0
More than eighteen months	0

Required Hearing Reporting Categories	Count
An informal resolution or settlement agreed by both parties	10
A hearing convened and a final administrative decision rendered by the decision maker	0
A hearing scheduled or concluded but no final administrative decision yet rendered	0

CBA / Education Code Appeal Outcomes	Count
Collective bargaining agreement appeals	0
Education Code § 87669 appeals	0
Education Code § 88013 appeals	0
Education Code § 88124 appeals	0

Responsible Employee Exemptions

Position	Department / Area	Notes
Counseling Faculty Mental Health Counselor	Student Health Services	One employee holds this position

HR Technician	Human Resources	Confidential point of contact for employees
Social Work Intern Mental Health Counselor	Student Health Services	Confidential point of contact for students. Two employees hold this position.

Recommended Board Action: Receive and review the annual SB 1166 report for presentation in a public meeting, approve the report, and direct posting of the final report on the District website in accordance with Education Code section 66282.1.