



# **NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT (NOCCCD) EFFORTS TO PREVENT AND ADDRESS SEX DISCRIMINATION ANNUAL REPORT**

## **I. INTRODUCTION**

North Orange County Community College District (NOCCCD) (District) consists of three colleges and the District Office, including:

- Cypress College located at 9200 Valley View Street Cypress, CA 90630
- District Office located at 1830 W. Romneya Drive, 9th Floor, Anaheim, CA 92801
- Fullerton College located at 321 E. Chapman Ave, Fullerton, CA 92832
- North Orange Continuing Education located at three sites:
  - NOCE Anaheim Campus 1830 W. Romneya Drive, 2nd Floor Anaheim, CA 92801
  - NOCE Cypress Center 9200 Valley View Street, Building 18 Cypress, CA 90630
  - NOCE Wilshire Center 315 E. Wilshire Avenue, Building 300 Fullerton, CA 92832

Each campus is committed to preventing and effectively responding to sexual harassment as defined by California Education Code Section 212.5. The District addresses reports and complaints of alleged sexual harassment under Board Policy/Administrative Procedures 3410 Unlawful Discrimination | Board Policy 3430 Prohibition of Harassment | Administrative Procedures 3434 Responding to Harassment Based on Sex Under Title IX (Interim Procedures) | Board Policy/Administrative Procedures 3540 Sexual Assaults and Other Sexual Misconduct | Board Policy/Administrative Procedures 5500 Standards of Student Conduct and Discipline.

California Education Code Section 66282.1 requires each California Community College district to publish an annual report detailing specific data related to its efforts to prevent and address sex discrimination. This report includes:

- Number of sexual harassment reports and complaints received
- Actual timelines for institutional responses
- Process outcomes
- Titles of any personnel who are exempt from reporting requirements

The data in this report represents the period of January 1, 2025 - June 30, 2026. Statistics reflect the status of each report or complaint as of June 30, 2026, and are separated into topical sections with each campus represented alphabetically.

## **II. SEXUAL HARASSMENT REPORTS AND COMPLAINTS**

For purposes of this report, sexual harassment includes Title IX Sexual Harassment (quid pro quo, hostile environment, sexual assault, dating violence, domestic violence, and stalking) and sexual harassment as defined by California Education Code (which includes sexual violence, rape, sexual battery, and sexual exploitation).

A report is any report received by the District alleging sexual harassment, whether made verbally, in writing, by email, through a complaint form, or through another reporting channel, even if no official investigation has been commenced.

Reports and complaints are reflected based on the office responsible for receiving and processing the matter. While reports may originate at any District location, certain matters, including those involving employees are routed to and managed by the District Office. As a result, figures showing reports and complaints by location may reflect where a matter was processed rather than where it originated. Consistent definitions of "report" and "complaint" are applied across all District sites.

**Figure 1. Sexual Harassment Reports and Complaints from January 1, 2025 - June 30, 2026**

| Campus                            | Reports Received | Complaints Received | Complaints Under Investigation |
|-----------------------------------|------------------|---------------------|--------------------------------|
| Cypress College                   | 22               | 0                   | 0                              |
| District Office                   | 29               | 21                  | 2                              |
| Fullerton College                 | 25               | 1                   | 0                              |
| North Orange Continuing Education | 16               | 2                   | 0                              |

### III. SEXUAL HARASSMENT COMPLAINT DISMISSAL APPEALS

The District may dismiss a sexual harassment complaint if it does not meet the requirements for investigation specified in District policy. Both complainants and respondents may appeal a decision to dismiss a sexual harassment complaint. An appeal decision-maker for a dismissal of a sexual harassment complaint may either uphold the original dismissal decision or reinstate the complaint, thus overturning the original dismissal decision.

**Figure 2. Sexual Harassment Complaint Dismissal Appeals**

| Campus                            | Total Dismissals | Dismissals Appealed | Dismissals Upheld | Complaints Reinstated |
|-----------------------------------|------------------|---------------------|-------------------|-----------------------|
| Cypress College                   | 0                | 0                   | 0                 | 0                     |
| District Office                   | 0                | 0                   | 0                 | 0                     |
| Fullerton College                 | 0                | 0                   | 0                 | 0                     |
| North Orange Continuing Education | 0                | 0                   | 0                 | 0                     |

### IV. SEXUAL HARASSMENT INVESTIGATIONS

The District fairly and objectively investigates sexual harassment complaints. If a student complainant requests confidentiality when reporting sexual harassment, or that no investigation or disciplinary action be pursued to address alleged sexual harassment, the District takes the request seriously, while at the same time considering its responsibility to provide a safe and nondiscriminatory environment for all students, including for the complainant. The District shall normally grant the request when possible.

An official investigation commences upon notice of the investigation to all involved parties. Data included in the following Figure does not account for formal complaints resolved prior to the completion of a final investigative report.

**Figure 3. Length of Time to Commence an Official Investigation After Complaint Received**

| Campus                            | Less than 2 Weeks | 2 - 4 Weeks | 1 - 3 Months | 3 - 6 Months | 6 - 12 Months | 12 - 18 Months | Greater than 18 Months |
|-----------------------------------|-------------------|-------------|--------------|--------------|---------------|----------------|------------------------|
| Cypress College                   | 0                 | 0           | 0            | 0            | 0             | 0              | 0                      |
| District Office                   | 9                 | 8           | 4            | 0            | 0             | 0              | 0                      |
| Fullerton College                 | 1                 | 0           | 0            | 0            | 0             | 0              | 0                      |
| North Orange Continuing Education | 2                 | 0           | 0            | 0            | 0             | 0              | 0                      |

Investigations involve interviews with the parties and any relevant witnesses, as well as collecting any additional available relevant evidence. Upon completion of the investigation, investigators compile a final investigative report. An investigation is complete upon finalization of the investigative report. Factors that contribute to the length of an investigation include, but are not limited to, party and witness availability and responsiveness, number of parties and witnesses, allegation complexity, and concurrent law enforcement or other

agency investigations.

**Figure 4. Length of Time to Complete Each Investigation**

| Campus                            | Less than 6 Months | 6 - 12 Months | 12 - 18 Months | Greater than 18 Months |
|-----------------------------------|--------------------|---------------|----------------|------------------------|
| Cypress College                   | 0                  | 0             | 0              | 0                      |
| District Office                   | 16                 | 3             | 0              | 0                      |
| Fullerton College                 | 1                  | 0             | 0              | 0                      |
| North Orange Continuing Education | 2                  | 0             | 0              | 0                      |

## V. SEXUAL HARASSMENT HEARINGS

Sexual harassment complaints may be resolved through Informal Resolution a Hearing, or other means (e.g., dismissal, complaint withdrawal, referral to another process) as determined by District policy and parties' requests.

**Figure 5. Sexual Harassment Complaint Resolution Processes and Hearing Outcome Statuses**

| Campus                            | Informal Resolutions | Complaints Resolved without Informal Resolution or Hearing | Total Hearings | Determination Reached | Determination Pending |
|-----------------------------------|----------------------|------------------------------------------------------------|----------------|-----------------------|-----------------------|
| Cypress College                   | 0                    | 0                                                          | 0              | 0                     | 0                     |
| District Office                   | 1                    | 0                                                          | 1              | 18*                   | 2                     |
| Fullerton College                 | 0                    | 0                                                          | 1              | 1                     | 0                     |
| North Orange Continuing Education | 0                    | 0                                                          | 1              | 2**                   | 0                     |

**\*Of the 18 determinations reached, seventeen proceeded under AP 3410 and one under AP 3434.**

**\*\*Of the 2 determinations reached, one proceeded under AP 3434 and one under AP 5500.**

## VI. SEXUAL HARASSMENT HEARING OUTCOME APPEALS

Any party may appeal the District's determination regarding responsibility for sexual harassment. Employee Respondents may also appeal a determination pursuant to a collective bargaining agreement or statutory appeal process (Education Code Sections 87669, 88013, and 88124), as applicable.

**Figure 6. Appeals Requested by Either a Complainant or Respondent**

| Campus                            | Total Appeals | Appeals Eligible for Consideration | Appeals Denied on Procedural Grounds | Appeals Granted on Substantive Grounds | Appeals Denied on Substantive Grounds |
|-----------------------------------|---------------|------------------------------------|--------------------------------------|----------------------------------------|---------------------------------------|
| Cypress College                   | 0             | 0                                  | 0                                    | 0                                      | 0                                     |
| District Office                   | 2             | 2                                  | 0                                    | 0                                      | 2                                     |
| Fullerton College                 | 0             | 0                                  | 0                                    | 0                                      | 0                                     |
| North Orange Continuing Education | 1             | 1                                  | 0                                    | 0                                      | 1                                     |

**Figure 7. Outcomes of Granted Appeals**

| Campus                            | Investigation Reopened | Hearing Reopened | Initial Finding or Sanction Reversed | Initial Finding or Sanction Modified |
|-----------------------------------|------------------------|------------------|--------------------------------------|--------------------------------------|
| Cypress College                   | 0                      | 0                | 0                                    | 0                                    |
| District Office                   | 0                      | 0                | 0                                    | 0                                    |
| Fullerton College                 | 0                      | 0                | 0                                    | 0                                    |
| North Orange Continuing Education | 0                      | 0                | 0                                    | 0                                    |

**Figure 8. Respondents Appealing Under a Collective Bargaining Agreement or Statutory Appeal Process (Education Code Sections 87669, 88013, and 88124)**

| Campus                            | Total Appeals | Appeals Eligible for Consideration | Appeals Denied on Procedural Grounds | Appeals Granted on Substantive Grounds | Appeals Denied on Substantive Grounds |
|-----------------------------------|---------------|------------------------------------|--------------------------------------|----------------------------------------|---------------------------------------|
| Cypress College                   | 0             | 0                                  | 0                                    | 0                                      | 0                                     |
| District Office                   | 0             | 0                                  | 0                                    | 0                                      | 0                                     |
| Fullerton College                 | 0             | 0                                  | 0                                    | 0                                      | 0                                     |
| North Orange Continuing Education | 0             | 0                                  | 0                                    | 0                                      | 0                                     |

**Figure 9. Appeal Outcomes for Respondents Appealing Under a Collective Bargaining Agreement or Statutory Appeal Process (Education Code Sections 87669, 88013, and 88124)**

| Campus                            | Investigation Reopened | Hearing Reopened | Initial Finding or Sanction Reversed | Initial Finding or Sanction Modified |
|-----------------------------------|------------------------|------------------|--------------------------------------|--------------------------------------|
| Cypress College                   | 0                      | 0                | 0                                    | 0                                    |
| District Office                   | 0                      | 0                | 0                                    | 0                                    |
| Fullerton College                 | 0                      | 0                | 0                                    | 0                                    |
| North Orange Continuing Education | 0                      | 0                | 0                                    | 0                                    |

## VII. RESPONSIBLE EMPLOYEE EXEMPTIONS

A responsible employee is any employee who has the authority to take action to redress sexual harassment or provide supportive measures to students, or who has been given the duty of reporting incidents of sexual harassment to an appropriate District official who has that authority.

**Figure 10. District Employees Exempt from Responsible Employee Reporting Requirements**

| Campus                            | Title                                     | Department                                                     |
|-----------------------------------|-------------------------------------------|----------------------------------------------------------------|
| Cypress College                   | Faculty Coordinator                       | English as a Second Language (ESL) Department and Pride Center |
|                                   | Mental Health Counselor                   | Pride and Mental Health Services                               |
|                                   | Student Health & Wellness Center Director | Student Health and Wellness                                    |
|                                   | Mental Health Services Manager            | Student Health and Wellness                                    |
|                                   | Mental Health Counselor                   | Student Health and Wellness                                    |
|                                   | Mental Health Counselor                   | Student Health and Wellness                                    |
|                                   | Mental Health Counselor                   | Student Health and Wellness                                    |
|                                   | Mental Health Counselor                   | Student Health and Wellness                                    |
| District Office                   | None reported                             |                                                                |
| Fullerton College                 | Medical Practitioner                      | Student Health and Wellness                                    |
|                                   | Medical Practitioner                      | Student Health and Wellness                                    |
|                                   | Medical Practitioner                      | Student Health and Wellness                                    |
|                                   | Therapist                                 | Student Health and Wellness                                    |
|                                   | Therapist                                 | Student Health and Wellness                                    |
|                                   | Therapist                                 | Student Health and Wellness                                    |
|                                   | Therapist                                 | Student Health and Wellness                                    |
|                                   | Therapist                                 | Student Health and Wellness                                    |
|                                   | Therapist                                 | Student Health and Wellness                                    |
|                                   | LGBTQIAS2+ Resource Program Manager       | LGBTQIAS2+ Resource Center                                     |
| North Orange Continuing Education | LGBTQIA+ Coordinator                      | Counseling and Student Services                                |

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