

TITLE IX FACTS

WHAT STUDENTS AND PARENTS NEED TO KNOW ABOUT TITLE IX?

Title IX of the Education Amendments of 1972 protects people from discrimination based on sex in education programs or activities that receive Federal financial assistance. Consistent with Title IX, The Family School does not discriminate against students, faculty or staff based on sex in any of its programs or activities, including but not limited to its educational programs and employment. This includes sexual harassment, including sexual assault.

Who is the Title IX Coordinator?

Julianne Tullis-Thompson

Head of School

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What is the Complaint Process?

Individuals who believe they have been discriminated against in violation of Title IX may file a complaint with the School or the United States Department of Education, Office for Civil Rights (OCR). If criminal conduct is involved, such as sexual assault, individuals may also file a report with the local police department. The school will initiate an investigation once it has received notice of sexual harassment or discrimination in violation of Title IX.

Who is a "Responsible Employee" under Title IX?

Title IX requires that any "responsible employee" with notice of a Title IX violation report it to the Title IX Coordinator. A Responsible Employee is defined under Title IX as follows:

- A School Official with authority to take action to redress sexual harassment/violence, or
- A School Official with the duty of reporting incidents of sexual harassment/violence or any other misconduct to the Title IX Coordinator or other appropriate school designee, or
- A School Official a student/employee could reasonably believe has either the authority or the duty listed above.

All employees at the School are responsible employees under Title IX and the School policy. As such, employees are required to report any information they have concerning possible sexual harassment and discrimination to the Title IX Coordinator. The School is considered to have notice of a Title IX violation if a responsible employee "knew, or in the exercise of reasonable care should have known" about harassment or discrimination.

Are Individuals Protected From Retaliation for Making a Complaint or Participating in an Investigation?

The School protects individuals from retaliation for opposing unlawful conduct, practices or policy, including for filing, testifying about, or participating in any Title IX complaint. If an individual believes he or she is the

subject of retaliation for making a complaint or participating in the complaint process as a witness, that individual should promptly report any relevant actions, comments, or conduct to the Title IX Coordinator.

Where Can We Obtain Further Information or Assistance?

Our School has adopted and published a Title IX Policy and Title IX Complaint Procedure. These policies and procedures can be accessed here: www.syvfamilyschool.org/