

## Attachment D: Title IX Notice of Non-Discrimination

LA Promise Fund Charter Schools does not discriminate on the basis of sex, gender, or sexual orientation in its education programs or activities. Title IX of the Education Amendments of 1972, and certain other federal and state laws, prohibit discrimination on the bases of sex in all education programs and activities in schools. Title IX protects all people regardless of their gender or gender identity from sex discrimination, which includes sexual harassment and violence.

### In what areas does Title IX protect you? Programs and activities

Students have the right to equal learning opportunities in their schools. Students and employees may not be excluded from participation in or be denied the benefits of any program or activity, or be subject to harassment or other forms of discrimination on the basis of sex, sexual orientation, or gender.

#### Course offerings

- Students may not be required to take and/or may not be denied enrollment in a course because of their sex, sexual orientation, or gender.
- All Physical Education classes must be coeducational.
- Students have the right to be evaluated and graded without regard to their sex, sexual orientation, or gender.

#### Counseling

- Students must be provided with counseling and guidance that is not discriminatory.
- Counselors may not urge students to enroll in particular career classes or programs or activities based on sex, sexual orientation, or gender.

#### Sexual Harassment

- Sexual harassment of or by school employees or students is a form of discrimination and is therefore prohibited.
- Schools must respond to allegations of sexual harassment once they are reported.

#### Athletics

- Schools must offer female and male students equal opportunities to play sports.
- Equipment and supplies, game and practice schedules, budgets, coaching travel allowances, facilities, publicity, support services, and tutoring offered to teams are to be equivalent between female and male teams.

#### Pregnant and Parenting Students

- Pregnant and parenting students have the same right as any other student to continue in their regular school and in any program for which they qualify.

What is sexual harassment? Sexual harassment is...

- unwelcome sexual conduct by other students or school employees that interferes with a student's right to get an education or to participate in school activities. Sexual harassment may be either same-sex or opposite-sex.
- a form of sex discrimination, which is illegal.
- a violation of your civil rights.
- hostile or demeaning conduct targeting someone's sex, sexual orientation, or gender.

Some examples of conduct that, if unwelcome, could constitute sexual harassment:

#### Physical

- Purposely bumping or hurting someone because of their sex, sexual orientation, or gender.
- Pulling up, snapping, pulling down, or grabbing clothing.
- Blocking someone's movement, standing too close, or stalking someone.
- Unwanted hugging, kissing, touching, grabbing, or pinching. Verbal
- Pestering for dates
- Spreading rumors about or rating others
- Making sexually suggestive sounds, whistles, or rude sexual noises
- Using insults, threats, slurs, or sexual jokes that target someone's sex, sexual orientation, or gender.

#### Visual

- Displaying pictures, posters, cartoons, drawings, or computer-generated images of sexual nature
- Writing notes, letters, or graffiti that are sexually explicit
- Making obscene gestures or suggestive body movements that are sexual in nature

How can you fight sexual harassment?

- Don't harass. Remember, "I was only kidding" is not a defense for sexual harassment
- Give everyone respect. Be sensitive to how others perceive your actions and words
- If you are harassed, tell the harasser that the conduct offends you and you want it to stop –if it is safe for you to do so
- If the harassment does not stop, report it. Ignoring it doesn't stop it
- Don't be a social spectator. Doing nothing empowers the harasser
- If a friend or a classmate confides in you about sexual harassment, listen with understanding and support. Encourage that person to report the harassment

If you find that any of your rights are being violated, you can do something about it. It's your right!

#### Complaint Process

- Take your verbal or written sexual harassment complaint to the school administrator or title IX complaint manager within six months from the date the incident occurred. You



have the right to a timely and informal resolution at the school site.

- If you are not satisfied with the school site resolution, you may file a written complaint appeal directly with the local District's Title IX Coordinator within 15 days of receiving the school site decision. This will begin a formal investigation process that must be completed within 60 days.
- If you are not satisfied with the Local District's response, you may appeal that decision by writing to or calling the Title IX Coordinator in LAPFCS's Educational Equity Compliance Office or by contacting the California Department of Education's Gender Equity/Coordinated Compliance Review Coordinator.
- Your complaint will be kept as confidential as possible. Retaliation against someone who files a complaint is not permitted.

#### Who can help you?

Your Principal, your School Title IX Complaint Manager, or LAPFCS's central office. Write to:

Attn: Human Resource  
LA Promise Fund  
202 W. 1<sup>st</sup> Street, Suite 160  
Los Angeles, CA 90012