

The Public School Academy Title IX Coordinator is:

- Dr. Zena Najor: zena.najor@keysacademies.com

Human Resources  
27321 Hampden St.  
Madison Heights, MI 48071  
Phone: (248) 629-7700  
Email: megan.dado@keysacademies.com

### **WHAT IS TITLE IX:**

The federal law prohibiting sex discrimination in educational institutions is Title IX of the Educational Amendments Act of 1972 (amending the Higher Education Act of 1965). This act is codified as Title 20, United States Code, Chapter 38, Sections 1681-1686. The act was also amended by the Civil Rights Restoration Act of 1987 ("Title IX").

The law states that "no person in the United States shall on the basis of sex be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance. The amendment in 1987 expanded the definition of program or activity to include all the operations of an educational institution, governmental entity, or private employee that receives federal funds.

Title IX forbids sex discrimination in all Public School Academy services and academic programs. Title IX also forbids discrimination because of sex in employment and recruitment consideration or selection, whether full-time or part-time, under any education program or activity operated by an institution receiving or benefiting from federal financial assistance ("recipient").

### **ROLE OF TITLE IX COORDINATORS:**

Pursuant to Title IX of the Educational Amendments of 1972, the Coordinators at KEYS Grace Academy is the designated agents of the school Public School Academy with primary responsibility for coordinating Title IX compliance efforts. The Title IX coordinator's responsibilities are critical to the development, implementation, and monitoring of meaningful efforts to comply with Title IX legislation, regulation, and case law. In broad terms, the Title IX Coordinator oversees the monitoring of school Public School Academy policy in relation to Title IX law developments; implementation of grievance procedures, including notification, investigation, and disposition of complaints; provision of educational materials and training for the Public School Academy community; conducting and/or coordinating investigations of complaints received pursuant to Title IX; ensuring a fair and neutral process for all parties; and monitoring all other aspects of the Public School Academy's Title IX compliance.

## NON DISCRIMINATION ON THE BASIS OF SEX IN EDUCATION PROGRAMS OR ACTIVITIES STUDENTS

### Student Discrimination and Harassment.

The Public School Academy is committed to maintaining a learning environment in which all individuals are treated with dignity and respect, free from discrimination and harassment. The Public School Academy shall not discriminate on the basis of race, color, national origin, sex, including sexual orientation or sexual identity, age, religion, height, weight, marital or family status, disability, military status, genetic information, or any other federal or state legally protected category in its programs and activities. Sexual harassment (see specific requirements under Title IX below) is a form of sex discrimination, and shall likewise not be permitted with respect to students or employees. The Public School Academy shall not retaliate against a person who reports or opposes improper discrimination or retaliation. The Public School Academy shall fully comply with all applicable federal and state civil rights statutes. Discrimination, retaliation and harassment are prohibited whether occurring at school, on Public School Academy property, in a Public School Academy vehicle, or at any Public School Academy-related activity or event.

The Superintendent/School Leader shall designate not less than one Compliance Officer responsible for coordinating the Public School Academy's compliance with applicable federal and state laws and regulations, and for investigating reports of discrimination or harassment. The Superintendent/School Leader shall ensure that all required notices under the civil rights or other laws are provided to staff members. A student who believes he or she has been or is the victim of discrimination or harassment should immediately report the situation to a teacher, counselor, social worker, the building principal or assistant principal, or the Superintendent/School Leader. A staff member who observes, has knowledge of, or learns that a student has been or is the victim of discrimination or harassment shall immediately report the situation to the building principal or assistant principal or the Superintendent/School Leader. Complaints against the building principal should be filed with the Superintendent/School Leader. Complaints against the Superintendent should be filed with the Board President.

The Superintendent shall develop and implement administrative guidelines to enforce this policy.

### Sexual Harassment

"Sexual Harassment" is one form of prohibited harassment under Public School Academy policy. Federal laws and regulations define the type of "sexual harassment" that triggers a duty to respond under a Federal law known as Title IX. Sexual harassment is defined under Title IX as conduct on the basis of sex that satisfies one or more of the following:

1. An employee of the Public School Academy conditioning the provision of an aid, benefit, or service of the Public School Academy on an individual's participation in unwelcome sexual conduct (i.e. quid pro quo sexual harassment);
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to the Public School Academy's education programs or activities; or
3. Sexual assault (as defined in the Clery Act, 20 U.S.C. §1092(f)(6)(a)(v)), dating violence, domestic violence or stalking (as defined in the Violence Against Women Act, 34 §U.S.C.12291(a)). Complaints of harassment, not defined as sexual harassment under Title IX, but nevertheless are based on allegations related to sex, gender or other protected classes as identified above are subject to investigation and response under this Policy and/or the Student Code of Conduct.