

Title IX Notification

(Pursuant to Education Code section 221.61)

- **Policy against Discrimination Based on Sex**

IEM Charter Schools are committed to providing educational programs, activities and services that are free from unlawful discrimination based on actual or perceived legally protected characteristics, or association with a person or group with one or more of such characteristics, including sex, sexual orientation, gender, gender identity, and gender expression, as required by Title IX of the Education Amendments of 1972. See the school's website for bullying policies are found at: <http://skymountaincs.org/policies#bullying>. The requirement not to discriminate in the education program or activity extends to employment.

- **Summary of the Rights of Pupils and/or the Public (including Employees)
(Education Code section 221.8)**

(a) You have the right to fair and equitable treatment and you shall not be discriminated against based on your sex.

(b) You have the right to be provided with an equitable opportunity to participate in all academic extracurricular activities, including athletics.

(c) You have the right to receive equitable treatment and benefits related to athletics

(d) You have the right to have access to a Title IX coordinator to answer questions regarding gender equity laws.

(e) You have the right to contact the State Department of Education and the California Interscholastic Federation to access information on gender equity laws.

(f) You have the right to file a confidential discrimination complaint with the United States Office for Civil Rights or the State Department of Education if you believe you have been discriminated against or if you believe you have received unequal treatment on the basis of your sex.

(g) You have the right to pursue civil remedies if you have been discriminated against.

(h) You have the right to be protected against retaliation if you file a discrimination complaint.

For more information regarding student, parent/guardian, employee, or public rights under Title IX, please visit: The California Office of Equal Opportunity at

<http://www.cde.ca.gov/re/di/eo/genequitytitleix.asp> or The United States Department of Education Office for Civil Rights at

<https://www2.ed.gov/about/offices/list/ocr/docs/title-ix-rights-201104.html>.

- **The name and contact information of the Title IX coordinator**

Steven Ward, Director of Human Resources
Innovative Education Management
661 5th Street, Suite 207
Lincoln, CA 95648.
(800) 979-4436
HR@ieminc.org

- **The School's Responsibilities**

Title IX of the Education Amendments of 1972 prohibits discrimination based on sex within federally funded education institutions. Thus, all educational programs and activities must be operated free from discrimination. Key areas addressed by Title IX include: recruitment; admissions; counseling; financial assistance; athletics; sex-based harassment and violence; treatment of pregnant and parenting students; discipline; single-sex education; and employment. Education institutions must protect against discrimination in these areas. Also, a recipient may not retaliate against any person for opposing an educational practice or policy made unlawful under Title IX, filing a complaint under Title IX, or testifying or participating in any complaint action under Title IX. These protections apply to all applicants for admission and employment, students and parents or guardians of elementary and secondary school students, and employees.

For more information about the school's responsibilities under Title IX, please visit: The California Office of Equal Opportunity at: <http://www.cde.ca.gov/re/di/eo/titleixnotification.asp> or the United States Department of Education Office of Civil Rights at: https://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html

- **How to File a Title IX Complaint**

Individuals who believe they have been discriminated against in violation of Title IX may file a complaint with school administration or the Office for Civil Rights ("OCR"). If a crime is involved, such as sexual assault or rape, individuals may also file a report with their local police department.

Title IX complaints may be filed using the IEM Charter Schools' complaint resolution policy. If you need assistance putting your complaint in writing please contact the Title IX Coordinator. <http://skymountaincs.org/policies#complaint>

You may also file a discrimination complaint with the U.S. Department of Education Office for Civil Rights. For more information, visit <http://www2.ed.gov/about/offices/list/ocr/complaintintro.html>. Contact information for the Office for Civil Rights is:

San Francisco Office
Office for Civil Rights
U.S. Department of Education
50 United Nations Plaza
San Francisco, CA 94102
Telephone: (415) 486-5555
Fax: (415) 486-5570; TDD: (800) 877-8339
Email: ocr.sanfrancisco@ed.gov

- **Time Requirement**

A complaint with the school must be filed within six months of the discrimination occurring or of your awareness of the discrimination (5 CCR 4630(b)). If you have any questions about this time limit, or if you believe your complaint may be outside this time requirement but want to explore other options, please contact the Title IX Coordinator.

- **Investigation Procedure**

Upon receipt of any complaint related to a potential Title IX violation, the school will ensure every allegation is investigated promptly, adequately and impartially. The District will also take steps to protect all complainants from retaliation and ensure all parties are treated fairly throughout the investigation process including interviewing witnesses and reviewing documentation. As part of its Title IX obligations, the school also takes steps to prevent recurrence of any sexual violence and remedy discriminatory effects on the complainant and others, as appropriate. Complaints that are not filed under the school's complaint resolution policy will be investigated and decided pursuant to the applicable procedure.