



Gate City Charter School for the Arts Anti-Discrimination Policy

Purpose

Gate City Charter School for the Arts (GCCSA) is committed to providing a safe, inclusive, and equitable learning and working environment for all members of our school community. Discrimination, harassment, and retaliation are prohibited and will not be tolerated. This policy ensures compliance with state and federal civil rights laws, including:

- Title VI of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- Section 504 of the Rehabilitation Act of 1973
- Title II of the Americans with Disabilities Act of 1990
- Age Discrimination Act of 1975
- NH RSA 354-A and RSA 193:38

Policy Statement

No student, parent/guardian, staff member, or applicant to GCCSA shall be excluded from participation in, denied the benefits of, or otherwise subjected to discrimination under any school program, activity, or employment practice on the basis of:

- Race
- Color
- National origin
- Religion
- Sex, gender identity, or sexual orientation
- Age
- Disability
- Marital, familial, or veteran status
- Any other category protected under state or federal law

Scope

This policy applies to:

- All school programs, activities, and services (including athletics, arts, and extracurriculars).
- All terms and conditions of employment.
- All interactions within the school community, including staff, students, families, volunteers, and community partners.

Reporting & Complaint Procedure

1. Who Can Report
 - Students, parents/guardians, staff, volunteers, or community members.
2. How to Report
 - Submit concerns to the Director or designated Civil Rights/Title IX Coordinator.
 - Reports may be verbal or written. Anonymous reports will be reviewed to the extent possible.
3. Response & Investigation
 - The school will promptly investigate all complaints.
 - Confidentiality will be maintained as much as possible.
 - Corrective action will be taken if discrimination or harassment is substantiated.
4. Protection Against Retaliation
 - Retaliation against any person who reports or participates in an investigation is strictly prohibited.

Oversight

The Director (or designee) serves as the Civil Rights/Title IX Coordinator and is responsible for:

- Receiving complaints.
- Ensuring prompt, thorough investigations.
- Providing training to staff and students on rights and responsibilities.
- Reporting annually to the Board on compliance and practices.