

Title IX Policy – Compliance with 2020 Updates

I. Purpose and Scope This policy outlines the rights and responsibilities of students and the public under Title IX, in compliance with the 2020 regulations issued by the U.S. Department of Education. It applies to all educational programs and activities within Willits Elementary Charter School.

II. Prohibition of Discrimination No student shall be discriminated against based on sex in any education program or activity operated by the school. This includes admissions, counseling, athletics, and employment.

III. Title IX Coordinator Willits Elementary Charter School has designated a Title IX Coordinator to oversee compliance with Title IX regulations. The Coordinator's contact information is as follows:

Charlene Bredder

Email: charlene@willitsk5charter.org

Phone: 707-459-5506

IV. Rights of Students and the Public Under Title IX In accordance with Section 221.8, students have the following rights:

a) The right to fair and equitable treatment without sex-based discrimination. b) The right to an equitable opportunity to participate in all academic and extracurricular activities, including athletics. c) The right to inquire about athletic opportunities from the school's athletic director. d) The right to apply for athletic scholarships. e) The right to receive equitable treatment and benefits, including but not limited to:

1. Equipment and supplies.
2. Scheduling of games and practices.
3. Transportation and per diem allowances.
4. Access to tutoring.
5. Coaching.
6. Locker rooms.
7. Practice and competition facilities.
8. Medical and training facilities and services.
9. Publicity. f) The right to access a gender equity coordinator for questions about gender equity laws. g) The right to contact the State Department of Education and the California Interscholastic Federation for information on gender equity laws. h) The right to file a confidential discrimination complaint with the U.S. Department of Education's Office for Civil Rights (OCR) or the State Department of Education. i) The right to pursue civil remedies if discriminated against. j) The right to protection from retaliation for filing a discrimination complaint.

V. Grievance Procedures The school follows a formal grievance process for complaints of sexual harassment, as required by the 2020 Title IX regulations. This includes:

- A prompt and equitable investigation process.
- Written notice of allegations and an opportunity for all parties to present evidence.
- A live hearing (if applicable) with cross-examination rights.
- A decision made by an unbiased decision-maker.
- An opportunity for appeal.

For detailed grievance procedures, please refer to [Willits Elementary Charter School Title IX Grievance Procedures Form](#).

VI. Statute of Limitations for Complaints

- Complaints must be filed within **six months** of the alleged incident, though an extension of up to 90 days may be granted for good cause.
- Anonymous complaints will be reviewed and investigated based on available evidence.
- The school will maintain confidentiality to the extent possible while ensuring a thorough investigation.

VII. External Resources and Contacts For more information on Title IX rights and responsibilities, please visit:

- [U.S. Department of Education, Office for Civil Rights](#)
- [Office of U.S. Equal Employment Opportunity Commission](#)
- [California Department of Education Title IX Information](#)

VIII. Policy Review and Amendments This policy shall be reviewed and updated as required to ensure compliance with Title IX regulations and state laws. Amendments shall be made based on guidance from federal and state education agencies.

Adopted on: 2/11/2024

Approved by: Charter School Association of Willits Board