



What is Title IX

COUNTRY GARDENS CHARTER SCHOOLS

Rights and Responsibilities for Title IX

This training is provided to staff to ensure they understand their rights and responsibilities as it pertains to Title IX.

Country Gardens Charter School put in place a Title IX Policy following federal guidelines that take effect August 14, 2020. Country Gardens Charter new policy replaces the previous CGCS policy. The changes were made in accordance with new Title IX regulations released in May by U. S. Secretary of Education Betsy DeVos and govern how K-12 schools must respond to reports of sexual harassment and assault under Title IX, the federal law that prohibits discrimination in education on the basis of sex.

Non - Discrimination

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.

All students and staff attending Country Gardens Charter School will receive educational benefits in a non-threatening environment and will not be harassed or threatened because of the individual's race, religion, creed, color, national origin, age, physical ability or condition, or gender.

What is the School's Responsibility?

Country Gardens will respond promptly and effectively if the school knows or reasonably should know about sexual harassment or sexual violence that creates a hostile environment.

Actual knowledge of allegations of sexual harassment can be reported to any school employee, or by any employee who personally observes such behavior. This could be by observation, hears about the conflict, or receives a written report.

Sexual Harassment Policy

Sexual Harassment means conduct on the basis of sex that satisfies one or more of the following:

(i) A school employee conditioning educating benefits on participation in unwelcome sexual conduct; or

(ii) Unwelcome conduct that is a reasonable person would determine so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the school's education program or activity;; or

Sexual Harassment Continued

(iii) Sexual assault includes: dating, violence, domestic violence, or stalking as defined in the Violence Against Women Act (VAWA).

This also includes any actions or treatments in the school environment, which may cause the individual to be alarmed, concerned or feel intimidated as result of their occurrence and/or leads to the individual's perception of sexual harassment.

What is our Responsibility?

Any person may report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment).

A school will offer “supportive measures” to the alleged victim (complainant) promptly and follow a grievance process if needed before imposing discipline or other actions.

Title IX Coordinator Information

Any person may report sex discrimination, including sexual harassment at any time, including non-business hours to the Title IX Coordinator.

Catherine Gerber, Title IX Coordinator by phone, email, mail or phone.

Country Gardens Charter School

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