

Year: 2016	
Policy Number: 5600	
Section:	
<input type="checkbox"/> Community Relations <input type="checkbox"/> Administration <input type="checkbox"/> Business Procedures <input type="checkbox"/> Community Operations <input checked="" type="checkbox"/> Personnel <input type="checkbox"/> Students <input type="checkbox"/> Instruction	

SUBJECT: Title IX

Background

Title IX is a federal civil rights law that prohibits discrimination on the basis of sex or gender (hereinafter collectively referred to as “sex”) in education programs and activities. All publicly-funded schools receiving federal funds must comply with Title IX. Under Title IX, discrimination on the basis of sex can include but is not limited to: sexual harassment or sexual violence such as rape, sexual assault, sexual coercion, or domestic or dating violence. A school that receives federal funds can be held responsible when it knows (or should have known) about and ignores sexual harassment or assault in its programs or activities. The school can be held responsible whether the harassment is committed by a faculty member, staff, or a student.

Policy Statement

The Health Sciences Charter School (the “School”) does not discriminate on the basis of sex in its education programs and/or activities.

Discrimination based on sex includes sex-based misconduct which involves conduct of a sexual nature in the form of sexual harassment, hostile work environment, sexual violence, domestic violence, stalking and sex-based harassment or discrimination. Discrimination covered under this policy is further defined as excluding, separating, denying benefits to, or treating someone differently based on gender in any aspect of operating the School, including but not limited to educational programs, admissions and recruiting processes, athletic programs, extracurricular programs and counseling offerings regardless of an individual’s sex, sexual orientation, gender identity, part or full time status, disability, race, or national origin. This policy covers discrimination perpetrated by students, employees, or third parties.

Grievance Procedures

If the School knows or is made aware of possible sex-based misconduct, a thorough, impartial, and as confidential as possible under the circumstances investigation will be conducted in as prompt a manner as possible to determine if there has been a violation of this policy. Anyone who suspects a violation of the School’s policy should promptly report such suspected violation on the School’s Title IX Violation Form. If after investigation, it is determined that any sex-based misconduct has occurred, appropriate discipline will be imposed, and the School will take steps to stop the sex-based misconduct, prevent its reoccurrence and remedy its’ effects.

Title IX Coordinator

In order to provide recourse for allegations of inappropriate treatment involving sex-based misconduct, all complaints and/or allegations filed in accordance with this policy should be reported to the School's Title IX Coordinator (the "Coordinator"). The Coordinator will receive training at least annually on the processes and procedures for addressing complaints under this policy, and the training shall be documented.

When notified of a report, the Coordinator will open an investigation of the purported information. The Coordinator may help the School by coordinating the implementation and administration of the School's procedures for resolving Title IX complaints, including educating the School community on how to file a complaint alleging a violation of Title IX, investigating complaints, working with law enforcement when necessary, and ensuring that complaints are resolved promptly and appropriately.

The Coordinator shall also coordinate the School's response to all complaints involving possible sex discrimination and in doing so shall monitor outcomes, identify patterns, and assess effects on the School climate. All reports, complaints and/or allegations filed in accordance with this policy will be examined in a fair and equitable manner, and in accordance with applicable federal laws. As warranted by the facts of the situation, suitable corrective action will be implemented whenever sex discrimination in the form of sex-based misconduct or retaliation for opposing conduct/behavior that is believed to be unlawful and/or a form of sex discrimination occurs. Further, any employee or student who engages in conduct prohibited by this policy will be required to participate in appropriate corrective measures.

The School's Coordinator is:

Richard Mammoliti 1140 Ellicott Street

Buffalo, NY 14209

(716) 888-4080 ext. 108

rmammoliti@healthsciencescharterschool.org

This information shall be listed on the School's website.

The Title IX Coordinator is responsible for:

- Ensuring the School is compliant with Title IX;
- Coordinating the investigation and disciplinary process;
- Looking for patterns or systemic problems with compliance to ensure the School fulfills all obligations under this policy;
- Collecting data annually (based on NYS reporting requirements);
- Assessing any effects on the School as a whole; and
- Training, educating, communicating and administering the grievance procedures for the handling of complaints alleging violations of this policy.

Prohibition of Retaliation

The Board of Trustees prohibits any retaliatory behavior directed against those individuals who, in good faith, report allegations of suspected Title IX violations, as well as anyone who witnesses such conduct and/or any other individuals who participate in the investigation of an allegation of discrimination on the basis of sex in the School's education programs and/or activities. Follow-up inquiries shall be made to ensure that no reprisals or retaliatory behavior has occurred to those involved in the investigation. Any act of retaliation is prohibited and a perpetrator of such conduct is subject to appropriate disciplinary action by the School.

Supporting Procedures:

Non-Harassment Policy Complaint Procedures

Related Laws, Regulations & Acts:

Title IX of the Education Amendments, 20 U.S.C. § 1681(a) Title IX implementing regulations at 34 C.F.R. § 106.8(a)

Adopted: 3/10/2016

Revised: 2/25/2021