

*NOTE: Footnotes are for reference only. They should be eliminated from an individual board's policy.*

## **TITLE IX NONDISCRIMINATION ON THE BASIS OF SEX**

*Policy Code: 1720/4030/7235*

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<sup>1</sup>The school system does not discriminate on the basis of sex in its education programs or activities and is required by Title IX of the Education Amendments Act of 1972 and federal regulations to not discriminate in such a manner. This requirement extends to admission and employment. The board will not tolerate discrimination on the basis of sex, including any form of sexual harassment as that term is defined under Title IX, in any program or activity of the school system.<sup>2</sup>

### **A. INQUIRIES ABOUT TITLE IX**

The board has designated a Title IX coordinator to coordinate its efforts to comply with its responsibilities under Title IX and its implementing regulations. Inquiries about the application of Title IX and its implementing federal regulations may be referred to the Title IX coordinator and/or the Assistant Secretary for Civil Rights in the Office for Civil Rights at the U.S. Department of Education.<sup>3</sup>

The contact information<sup>4</sup> for the Title IX coordinator is as follows.

The Title IX Coordinator is:<sup>5</sup>

Office Address: **[fill in before adopting this policy]**

Email Address:<sup>6</sup> **[fill in before adopting this policy]**

Phone Number:<sup>7</sup> **[fill in before adopting this policy]**

The contact information for the Office for Civil Rights with jurisdiction over North Carolina is as follows.<sup>8</sup>

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<sup>1</sup> The board is required to give notice of the information in this policy to students and their parents or guardians, employees, and applicants. As noted in subsequent footnotes, some of the information must also be posted on the school system's website and included in student and employee handbooks.

<sup>2</sup> The first two sentences of this paragraph, along with the statement about inquiries in the second paragraph of the policy constitute the board's "policy" on nondiscrimination on the basis of sex that is required by 34 C.F.R. 106.8(b). That information, along with certain other information in this policy, must be posted on the school system's website and included in student and employee handbooks.

<sup>3</sup> This statement must be posted on the school system's website and included in student and employee handbooks. See 34 C.F.R. 106.8(b)(1).

<sup>4</sup> The contact information for the Title IX coordinator must also be posted on the school system's website and included in student and employee handbooks. It must be kept up to date.

<sup>5</sup> The individual's name and/or position may be listed.

<sup>6</sup> A generic email address for the Title IX coordinator may be preferred over one tied to a specific individual to ensure messages are directed to the correct person when there is turnover in the position.

<sup>7</sup> The phone number for a central switchboard may be preferable over one tied to a specific individual to ensure calls are correctly routed when there is turnover in the position.

<sup>8</sup> The contact information for the Office for Civil Rights is not required and may be omitted from this policy and from publication on the school system's website and handbooks.

4000 Maryland Ave, SW  
Washington, DC 20202-1475  
Telephone: 202-453-6020 TDD: 800-877-8339  
FAX: 202-453-6021 Email: [OCR.DC@ed.gov](mailto:OCR.DC@ed.gov)

**B. RESOLUTION OF GRIEVANCES<sup>9</sup>**

The board has established grievance procedures that provide for the prompt and equitable resolution of complaints alleging discrimination on the basis of sex (other than sexual harassment) in a program or activity of the school system occurring against a person in the United States.- Students and parents or guardians may report such alleged discrimination through the process provided in policy 1740/4010, Student and Parent Grievance Procedure. Employees and applicants may use the process provided in policy 1750/7220, Grievance Procedure for Employees.

The board has adopted additional means for reporting sexual harassment specifically. Any person may report alleged sexual harassment in the education program or activities of the school system occurring against a person in the United States in accordance with policy 1725/4035/7236, Title IX Sexual Harassment – Prohibited Conduct and Reporting Process. Those who believe they have been sexually harassed may also file a formal complaint of sexual harassment in accordance with policy 1726/4036/7237, Title IX Sexual Harassment Grievance Process to initiate a prompt and equitable resolution through a formal investigation and adjudication or through an informal resolution process.<sup>10</sup> The board encourages students, employees, and applicants to first make a report of sexual harassment in accordance with policy 1725/4035/7236 before filing a formal complaint.

**C. RETALIATION PROHIBITED**

Retaliation against any person for the exercise of rights under Title IX or to interfere with those rights in any way is strictly prohibited and will subject the perpetrator to disciplinary action. The identity of any person who has made a report or complaint of sex discrimination or sexual harassment or who is the alleged perpetrator of sex discrimination or sexual harassment will be confidential unless otherwise required or permitted by law. Complaints alleging retaliation may be filed according to the grievance processes established in policies 1740/4010 and 1750/7220. Acts of retaliation may also be subject to policy 1760/7280, Prohibition Against Retaliation.

**D. NOTICE OF THE BOARD’S POLICY OF NONDISCRIMINATION BASED ON SEX**

The superintendent is responsible for providing notice of the board’s nondiscrimination

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<sup>9</sup> The board is required to have a grievance “procedure” for complaints alleging sex discrimination and a separate grievance “process” that complies with 34 C.F.R. 106.45 for formal complaints of sexual harassment as defined in 34 C.F.R. 106.30.

<sup>10</sup> Omit the reference to an informal process if the board does not provide an informal process for resolving formal complaints of sexual harassment.

policy to students and their parents or legal guardians, employees, and applicants for admission or employment. The superintendent shall also ensure that each principal or site supervisor makes a copy of this policy available to those persons. In addition, the following must be posted on the school system website and included in all student and employee handbooks: (1) a statement of the board’s policy of nondiscrimination on the basis of sex; (2) contact information for the Title IX coordinator; and (3) a statement that Title IX inquiries may be referred to the Title IX coordinator or to the Assistant Secretary for Civil Rights.<sup>11</sup>

Legal References: Title IX of the Education Amendments Act of 1972, 20 U.S.C. 1681 *et seq.*; 34 C.F.R. Part 106

Cross References: Title IX Sexual Harassment – Prohibited Conduct and Reporting Process (policy 1725/4035/7236), Title IX Sexual Harassment Grievance Process (1726/4036/7237), Student and Parent Grievance Procedure (policy 1740/4010), Responding to Complaints (policy 1742/5060), Grievance Procedure for Employees (policy 1750/7220), Prohibition Against Retaliation (policy 1760/7280), Staff-Student Relations (policy 4040/7310)

Issued:

Revised:

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<sup>11</sup> The posting of this information is required under 34 C.F.R. 106.8(b)(2)(i).