

Legacy Early College Title IX Policy and Non-Discrimination Notification

-Updated Fall 2021

Excerpts taken from: https://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html

"The U.S. Department of Education's Office for Civil Rights (OCR) enforces, among other statutes, Title IX of the Education Amendments of 1972. Title IX protects people from discrimination based on sex in education programs or activities that receive federal financial assistance. Title IX states:

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.

A recipient institution that receives Department funds must operate its education program or activity in a nondiscriminatory manner free of discrimination based on sex, including sexual orientation and gender identity. Some key issue areas in which recipients have Title IX obligations are: recruitment, admissions, and counseling; financial assistance; athletics; sex-based harassment, which encompasses sexual assault and other forms of sexual violence; treatment of pregnant and parenting students; treatment of LGBTQI+ students; discipline; single-sex education; and employment. Also, no recipient or other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or its implementing regulations, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in a proceeding under Title IX. For a recipient to retaliate in any way is considered a violation of Title IX. The Department's Title IX regulations (Volume 34, Code of Federal Regulations, Part 106) provide additional information about the forms of discrimination prohibited by Title IX."

Legacy Early College Non-Harrassment/Non-Discrimination Notification:

All scholars, employees, applicants for admission and employment, and community visitors at Legacy Early College are protected by Title IX, and Harassment/Discrimination Laws—regardless of their race, color, sex, religion, pregnancy, age, national origin, physical or mental disability, veteran status, citizenship status, genetic information or any other classification protected by law—in all aspects of Legacy's educational programs and activities.

Legacy Early College Non-Harrassment/Non-Discrimination Policy:

EQUAL EMPLOYMENT OPPORTUNITY

Legacy's continuing policy is to afford Equal Employment Opportunity to qualified individuals regardless of their race, color, sex, religion, pregnancy, age, national origin, physical or mental disability, veteran status, citizenship status, genetic information or any other classification protected by law, except where a bona fide occupational qualification applies.

Legacy, as part of its commitment to Equal Employment Opportunity, intends to adhere to all local, State and Federal laws with respect to Equal Employment Opportunity.

All members of the administration are primarily responsible for seeing that Legacy's Equal Employment policy is implemented, but all staff share in the responsibility for assuring that by their personal actions, the policy is effective and applies uniformly to everyone.

If you believe that you have been discriminated against or otherwise denied an opportunity in violation of this policy, please follow the complaint procedures in the Non-Harassment/Non-Discrimination Policy or inform your supervisor or the Principal as soon as possible.

DISABILITY ACCOMMODATIONS

Legacy complies with the Americans with Disabilities Act (ADA) and applicable state and local laws in ensuring equal opportunity for qualified persons with disabilities. Educational programs and activities are conducted on a non-discriminatory basis.

NON-HARASSMENT / NON-DISCRIMINATION

Our goal is to provide campuses reasonably free from tensions involving matters that do not relate to the business of Legacy. In particular, Legacy will not tolerate harassment or discrimination. Legacy recognizes that harassment or discrimination via social media websites is a serious matter and intends to treat such claims the same as other claims, as set forth below.

As used in this policy, the term "harassment" or "discrimination" concerns conduct relating to a person's race, color, sex, religion, pregnancy, age, national origin, physical or mental disability, veteran status, citizenship status, genetic information or any other classification protected by law, that fails to respect the dignity and feelings of the individual.

Harassment can include, without limitation, verbal harassment (epithets, derogatory statements, remarks about an individual's body, degrading words used to describe an individual, demands for sexual relations or sexual contact, threats or insinuations by not submitting to sexual advances, unwelcome jokes, slurs, etc.), physical harassment (touching or physical interference with normal work), visual harassment (leering, making sexual or inappropriate gestures, displaying sexually

suggestive posters, cartoons or drawings) and innuendo.

Sexual harassment can include unwelcome sexual advances, requests for sexual favors, sexually motivated physical contact and other verbal or physical conduct, visual forms of harassment of a sexual nature, or other harassing or unwelcome comments or conduct of a sexual nature. Harassment can occur in person, online, on school premises and off school premises. Harassment can be a violation of state and federal law.

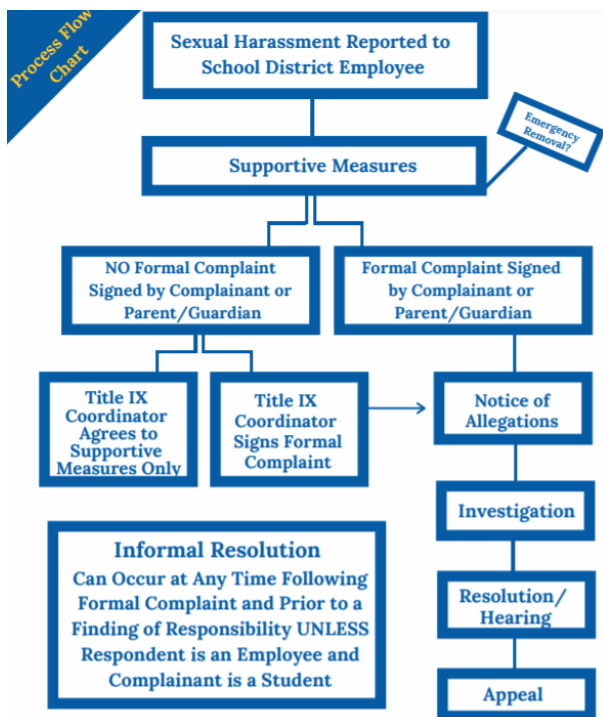
Legacy strives to keep itself free of any conduct that creates an intimidating, hostile or offensive work or learning environment for our employees and scholars.

REPORTING

If you experience or are threatened by any sort of harassment or discrimination by any person in the course of your time at Legacy (whether by another scholar, employee, supervisor, manager, vendor, visitor, or any other person), you must immediately contact your school administrator, the Human Resources staff, or the Title IX Coordinator (for sexual harassment or misconduct). If one of those persons is suspected of being involved in the discrimination, harassment or unwelcome conduct, or you otherwise are uncomfortable approaching your administrator or the Human Resources staff, please contact any other member of the administration.

All complaints should be made in a manner that is convenient to you promptly after the incident occurs.

In the case of a Title IX complaint, this flowchart highlights the Title IX process Legacy will follow:

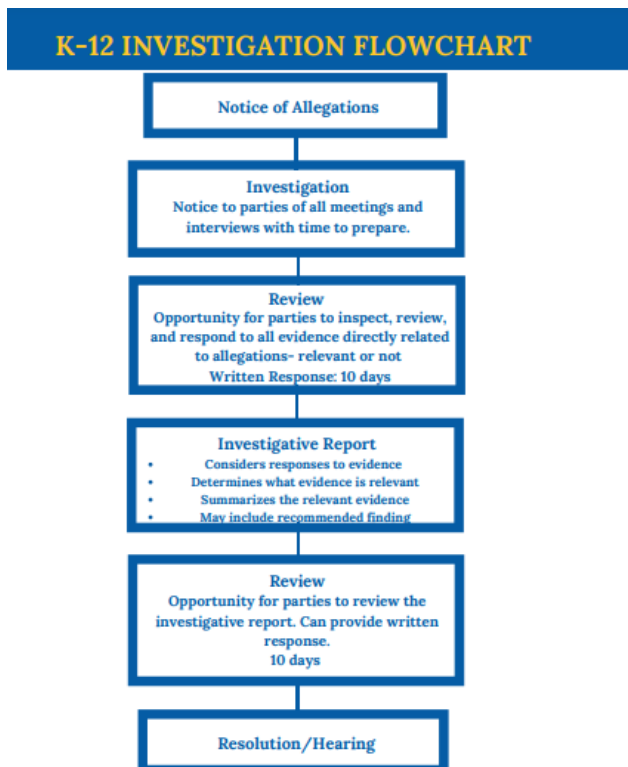


Legacy will direct or conduct an investigation into the complaint. This may, in Legacy’s sole discretion, include interviewing witnesses and obtaining statements concerning the complaint. Information will be released only on a “need to know” basis as determined by Legacy.

Legacy, in determining whether to release information, may consider, among other factors, the need to protect witnesses and prevent cover ups, evidence destruction and/or the fabrication of testimony. Such decisions will be made on a case-by-case basis.

Any person enrolled or employed by Legacy who is found to have violated this policy will be subject to appropriate disciplinary action up to and including suspension or termination.

In the case of a Title IX investigation, this flowchart highlights the investigation process Legacy will follow:



NON-RETALIATION

Legacy prohibits retaliation against any scholar or employee who complains in good faith of sexual or other harassment or discrimination or provides truthful information in connection with any such complaint.

Any scholar or employee who believes that he or she has been retaliated against in violation of this policy should immediately report the matter to his/her administrator or the Human Resources staff.

Legacy Early College Contacts:

Director of Human Capital: Randall Fowler

rfowler@legacyearlycollege.org

Title IX Coordinator: Virginia Burrows

vburrows@legacyearlycollege.org

900 Woodside Avenue

Greenville, SC 29611

964-248-0646

Other Legacy and Community Resources:

School Social Workers:

Elementary -Cathy Hall

chall@legacyearlycollege.org

Middle -Alexis Rodgers

arodgers@legacyearlycollege.org

High -Tonya Morton

tmorton@legacyearlycollege.org

School Dean of Scholars:

Elementary -Jonathan Smith

jonsmith@legacyearlycollege.org

Middle -Demetrus Fletcher

dfletcher@legacyearlycollege.org

High -Derek Sullivan

dsullivan@legacyearlycollege.org

Greenville County:

Greenville County Sheriff's Office- 864- 467-5300

Greenville Mental Health- 864-241-1040

Julie Valentine Center (sexual assault)- 864-467-3633

New Horizons (dental, medical, counseling)- 864-729-8330

Safe Harbor (domestic violence)- 864-567-3636