

**TOWN OF WESTLAKE  
WESTLAKE ACADEMY  
BOARD OF TRUSTEES POLICY**

**Policy No. 5.03:**

**Date Board Adopted:** August 3, 2009

**Date Board Amended:** June 2, 2014

**Effective Date:** June 2, 2014

**Policy Category:** Governance

**Policy Name:** Non-Discrimination Compliance

**Policy Goal:** Provide an effective learning environment free from discriminatory practices.

**Policy Description:**

Westlake Academy affirms its intent to comply with all Federal and State laws related to the prevention of discrimination based upon race, color, national origin, age, sex or disability, including, but not limited to: Title VI (20 U.S.C. 1681); Title IX (42 U.S.C. 2000d); the Individuals with Disabilities Education Act (20 U.S.C. 1400 *et seq.*); Section 504 (29 U.S.C. 794); and the Americans with Disabilities Act (42 U.S.C. 12132).

Sexual harassment of students is discrimination on the basis of sex under Title IX. *Franklin v. Gwinnett County Schools, 503 U.S. 60 (1992)*.

Westlake Academy shall designate at least one employee to coordinate its efforts to comply with Title IX, Section 504, and the ADA. Westlake Academy shall notify all students and employees of the name, office, address and telephone number of the employee(s) so designated.

Westlake Academy shall adopt and publish grievance procedures for prompt and equitable resolution of student or employee complaints alleging discrimination under these statutes. *34 CFR 106.8 (Title IX); 34 CFR 104.7 (Section 504)*

Westlake Academy shall not coerce, intimidate, threaten, retaliate against, or interfere with any person who attempts to assert a right protected by the above laws or cooperates with investigation and enforcement proceedings under these laws. *34 CFR 100.7(e) (Title VI), 104.61 (Section 504), 106.71 (Title IX)*

Westlake Academy shall inform parents/guardians of students eligible under Section 504 of the Rehabilitation Act of 1973 of all services and options available to the student under that statute. 19 Texas Administrative Code 74.28(d),(e).

Westlake Academy shall provide a free appropriate public education to each qualified student with a disability enrolled in Westlake Academy, regardless of the nature or severity of the student's disability. *See Board Policy 6.13 Special Education.*

**Dates Amended:**

**06/02/14**