



The Foundation for Hispanic Education (TFHE)

Title IX: NOTICE OF NON-DISCRIMINATION

What is Title IX?

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 educational program or activity receiving Federal financial assistance. -*Title IX of the Education Amendments of 1972*

The Foundation for Hispanic Education Title IX Policy

The Foundation for Hispanic Education (TFHE) prohibits discrimination, harassment, intimidation or bullying on the basis of age, sex, sexual orientation, gender, gender identity, gender expression, ethnic group identification, race, ancestry, national origin, religion, marital, parent or family status, color, mental or physical disability, or on the basis of a person's association with a person or group with one or more of these actual or perceived characteristics in its educational programs and activities or employment practices as required by Americans with Disabilities Act (ADA), Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Age Discrimination Act of 1975, Section 504 or the Rehabilitation Act of 1976. The lack of English language skills will not be a barrier to admission and participation in The Foundation for Hispanic Education's (TFHE) programs.

In November 2018, the U.S. Department of Education amended the regulations implementing Title IX of the Education Amendments of 1972. The proposed regulations focused on sexual harassment (including sexual assault), sex equity, and were intended to replace prior guidance issued by the Federal Government. For more information, please visit the United States Department of Education Office of Civil Rights (OCR) at [Sexual Harassment Resources](#).

It is the policy of the State of California and The Foundation for Hispanic Education (TFHE) that all persons, regardless of their gender, should enjoy freedom from discrimination of any kind in the educational institution of the state. The laws found in the California Education Code 221.5-231.5 are collectively known as the Sex Equity in Education Act. These laws expand upon gender equity and Title IX laws which provide guidance to California's education system.



The Foundation for Hispanic Education (TFHE)

Title IX: NOTICE OF NON-DISCRIMINATION

Title IX Coordinator

Name and contact information of the Title IX Coordinator for The Foundation for Hispanic Education (TFHE), which shall include their name, title, phone number, and email address:

Name: Erika Carvajal

Title: Director of Human Resources

Email: ecarvajal@tfhe.org

Phone: (408) 585-5022 x1067

Title IX Rights of Students and Responsibilities of TFHE

The rights of a pupil and the public and the responsibilities of the public school, private school, school district, county office of education, or charter school, which shall include the Title IX, which shall include, but shall not be limited to, website links to information about those rights and responsibilities located on the websites of the Department's Office of Equal Opportunity and the United States Department of Education Office of Civil Rights, and the list of rights and the list of rights, and the list of rights specified in section 221.8.

- a. Office for Equal Opportunity (OEO): <https://www.eeoc.gov/federal/whatothersdo.cfm>.
- b. Office of Civil Rights (OCR): <https://www2.ed.gov/about/offices/list/ocr/index.html>.
- c. Rights specified in Section 221.8:
http://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?lawCode=EDC&sectionNum=221.8.
- d. Know Your Rights : Title IX Prohibits Sexual Harassment and Sexual Violence
- e. Where You Go To School -
<https://www2.ed.gov/about/offices/list/ocr/docs/title-ix-rights-201104.html>.
- f. Title IX Discrimination - <https://www2.ed.gov/about/offices/list/ocr/complaintintro.html>.
- g. Link to Complaint Forms - <https://www2.ed.gov/about/offices/list/ocr/docs/howto.html>.

How To File a Title IX Complaint

Individuals who believe they have been discriminated against in violation of Title IX may file a complaint with TFHE's Title IX Coordinator and the Office for Civil Rights (OCR). Title IX complaints may be filed using The Foundation for Hispanic Education's (TFHE) Uniform Complaint Policy. If a crime is involved, such as sexual assault, individuals may also file a report with the local police department. A person may pursue all of these avenues at the same time.

Who Can File a Discrimination Complaint

Anyone may file a complaint for discrimination under Title IX. The person or organization filing



The Foundation for Hispanic Education (TFHE)

Title IX: NOTICE OF NON-DISCRIMINATION

the complaint need not be a victim of the alleged discrimination but may complain on behalf of another person or group to The Foundation for Hispanic Education.

A complainant filing on behalf of or pertaining to another person(s) is responsible for securing any necessary written consent from that individual, including when a parent files for a student over the age of 18.

Timeliness

A complaint must ordinarily be filed within 180 days of the last act of discrimination. If your complaint involves matters that occurred longer ago than this and you are requesting a waiver, you will be asked to show sufficient information and good cause as to why you did not file your complaint within the allotted 180-day period.

Institutional Grievance Procedures

Prior to filing a complaint with the Office of Civil Rights (OCR) against an institution, a potential complainant may want to find out about the institution's grievance process and use that process to have the complaint resolved. However, a complainant is not required by law to use the institutional grievance process before filing a complaint with OCR.

If a complainant uses an institutional grievance process and also chooses to file the complaint with OCR, the complaint must be filed with OCR within 60 days after completion of the institutional grievance process. For any grievances against The Foundation for Hispanic Education (TFHE), please follow the Uniform Complaint Procedure (UCP).

Office of Civil Rights (OCR) Complaint Access

1. For more information regarding filing a complaint, please visit the [Office of Civil Rights](#).
2. OCR provides an online complaint filing system at [OCR Complaint Assessment System](#).
3. OCR can also be contacted through the California regional office at:

Office for Civil Rights
U.S. Department of Education
50 United Nations Plaza
Mail Box 1200, Room 1545
San Francisco, CA 94102
Email: ocr.sanfrancisco@ed.gov
Phone: (415) 486-5555



The Foundation for Hispanic Education (TFHE)

Title IX: NOTICE OF NON-DISCRIMINATION

Contact Information

Students, parents, employees, or others who wish further information about all Title IX regulations, or wish to file a complaint, should contact the Title IX Coordinator Erika Carvajal, Director of Human Resources, at ecarvajal@tfhe.org or (408) 585-5022 x1067.

Web Link Access:

B. Roberto Cruz Leadership Academy (RCLA): <https://www.tfhe.org/apps/pages/otherpolicies>.

Latino College Preparatory Academy (LCPA): <https://www.tfhe.org/apps/pages/otherpolicies>.

Luis Valdez Leadership Academy (LVLA): <https://www.tfhe.org/apps/pages/otherpolicies>.