

**TITLE IX**  
**TITLE IX COMPLIANCE**

In compliance with Title IX of the Education Amendments of 1972, the District does not discriminate on the basis of sex in the educational programs and activities which it operates, including employment, admissions, recruitment, referrals, and collective bargaining. Examples of sex discrimination include sexual harassment and sexual violence.

Depending on the facts and circumstances, students who are subjected to sexual harassment may be limited or denied access to educational programs or activities in violation of Title IX. The Ann Arbor Public Schools is committed to addressing harassment based on sex and to maintain schools that are free from discrimination.

If any person alleging discrimination under Title IX in any District program or activity believes that they have been discriminated against in violation of Title IX, please reference the District's Uniform Grievance Procedures which are available on the District's website, in every school site administrative office, and on request from the administrators listed below.

**What is Harassing Conduct?**

Sexual harassment is conduct occurring between any persons, including members of the same sex, that:

- (1) is sexual in nature;
- (2) is unwelcome; and
- (3) denies or limits an individual's ability to participate in or benefit from a program or activity offered by the District.

Sexual Harassment may include acts of sexual violence. Sexual Harassment is a form of sex discrimination prohibited by Title IX.

Sexual violence includes physical sexual acts occurring between any persons, including members of the same sex, perpetrated by against a person's will or where a person is incapable of giving consent (e.g., due to the person's age or use of drugs or alcohol, or because an intellectual or other disability prevents the person from having the capacity to give consent). A number of different acts fall into the category

of sexual violence, including rape, sexual assault, sexual battery, sexual abuse, and sexual coercion. Sexual violence can be carried out by school employees, other students, or third parties. All such acts of sexual violence are forms of sex discrimination prohibited by Title IX.

#### Where Can Harassing Conduct Occur?

Harassing conduct may occur in many different contexts and locations, including classrooms (including virtual classes), hallways, cafeterias, school buses, playgrounds, athletic fields, locker rooms, bathrooms, on the internet, and on social networking sites and apps.

#### When Does Harassing Conduct Create a Hostile Environment that Violates Title IX?

Generally, unwelcome conduct based on sex creates a hostile environment under Title IX when, based on the totality of the circumstances, it is:

- subjectively and objectively offensive; and
- so severe or pervasive that it
- limits or denies a person's ability to participate in or benefit from the District's education programs or activity.

#### What should I do if I believe that the District's Title IX Policy has been violated?

The District is committed to respond promptly and effectively when it has notice that a hostile environment on the basis of sex exists, and that notice may be either actual or constructive. In order to redress a hostile environment based on sex, the District has a duty to take prompt and effective steps that are reasonably calculated to: (1) end the harassment, (2) eliminate any hostile environment and its effects, and (3) prevent the harassment from recurring.

If any person alleging discrimination under Title IX in any District program or activity believes that they been discriminated against in violation of Title IX, please reference the District's Uniform Grievance Procedures which are available on the District's website, in every school site administrative office, and on request from the District's Human Resources Department.

The District employees responsible for the District's compliance with Title IX and the implementation of this policy are as follows:

Title IX Complaints (students):

Elementary Schools: Melita Alston [alston@a2schools.org](mailto:alston@a2schools.org)

Middle & K-8 Schools: Roberta Heyward [heywardr@a2schools.org](mailto:heywardr@a2schools.org)

High Schools: Roberta Heyward, [heywardr@a2schools.org](mailto:heywardr@a2schools.org)

Athletic Programs: Roberta Heyward, [heywardr@a2schools.org](mailto:heywardr@a2schools.org)

Special Education: Concetta Lewis, [lewisc@a2schools.org](mailto:lewisc@a2schools.org)

Employee Issues:

Shonta Langford, [langfords@a2schools.org](mailto:langfords@a2schools.org)

Anyone may file a complaint with the Office of Civil Rights (“OCR”) at any time regardless of whether or not a complaint has been filed under the Uniform Grievance Procedures.

OCR’s contact information is as follows:

Cleveland Office  
Office for Civil Rights  
U.S. Department of Education  
1350 Euclid Avenue, Suite 325  
Cleveland, OH 44115-1812

Telephone: 216-522-4970  
FAX: 216-522-2573; TDD: 800-877-8339  
Email: [OCR.Cleveland@ed.gov](mailto:OCR.Cleveland@ed.gov)

The District has a duty to maintain records of internal complaints, the evidence gathered during the corresponding investigation, written determinations resolving the complaints, and documentation of interim measures offered to an alleged injured party during investigation.

District staff, including board members, who are notified of an alleged violation of Title VI, whether through a formal or informal complaint or report, or other information, that could be covered by this policy, shall report all such incidents to the appropriate District employee designated above.

District staff investigating student or employee misconduct that could be covered by this policy shall report all such incidents to the appropriate District employee designated above.

Anyone who has made a complaint under this policy shall be free from retaliation, coercion, and reprisal in seeking resolution of their complaint. Furthermore, persons acting as witnesses to a complaint, in good faith, shall be free from retaliation, coercion, and reprisal.

This policy, along with a copy of the Uniform Grievance Procedures, shall be posted on the District's website at:

<https://www.a2schools.org/students-families/students>

Revised November 25, 2024