

TITLE VI
TITLE VI COMPLIANCE

Title VI provides that no person may be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination on the ground of race, color, or national origin under any program or activity that receives federal financial assistance.

Depending on the facts and circumstances, students who are subjected to slurs or taunts, or threatened or attacked based on their race, color, or national origin – including stereotypes about their race, color, or national origin (including shared ancestry and/or ethnic characteristics) may be limited or denied access to educational programs or activities in violation of Title VI. The Ann Arbor Public Schools is committed to addressing harassment based on race, color, or national origin and to maintain schools that are free from discrimination.

If any person alleging discrimination under Title VI in any District program or activity believes that they have been discriminated against in violation of Title VI, 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?

Harassing conduct is unwelcome conduct that may include verbal abuse, graphic or written statements, physical assault, or other conduct that may be threatening, harmful, or humiliating.

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 VI?

Generally, unwelcome conduct based on race, color, or national origin creates a hostile environment under Title VI 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 recipient's education program or activity.

What are examples of violations of Title VI?

- During school, several students are subjected to racial slurs and insults, including statements that Asian students should “go back to their country” and “eat a dog.”
- During school, several students are subjected to the repeated use of racial slurs, including the n-word. Students raise their fists during class to mock Black power, and students create a club called the Kool Kids Klub, which they refer to as the KKK. Students display the confederate flag during Kool Kids Klub meetings. Students also mock police killings of Black people and state that Black people do not deserve to live.
- Multiple teachers touch a Black student's hair on more than one occasion in front of other students and make comments about the student's hair, including asking if it is real or fake, if she straightens it, and how long it takes to straighten. Other students subsequently touch the student's hair and make similar comments.

What should I do if I believe that the District's Title VI 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 race, color and/or national origin/ethnicity exists, and that notice may be either actual or constructive. In order to redress a hostile environment based on race, color, and/or national origin (including shared ancestry and/or ethnic characteristics), 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 VI in any District program or activity believes that they been discriminated against in violation of Title VI, 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 VI and the implementation of this policy are as follows:

Title VI Complaints (students):

Elementary Schools: Melita Alston alston@a2schools.org

Middle & K-8 Schools: Roberta Heyward heywardr@a2schools.org

High Schools: Roberta Heyward, heywardr@a2schools.org

Athletic Programs: Roberta Heyward, heywardr@a2schools.org

Special Education: Concetta Lewis, lewisc@a2schools.org

Employee Issues:

Shonta Langford, langfords@a2schools.org

Anyone may file a complaint with the Office of Civil Rights ("OCR") 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

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