

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” means conduct on the basis of sex that satisfies one or more of the following:

- (1) An employee of the District conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct;
- (2) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's education program or activity; or
- (3) “Sexual assault” as defined in 20 U.S.C. 1092(f)(6)(A)(v), “dating violence” as defined in 34 U.S.C. 12291(a)(10), “domestic violence” as defined in 34 U.S.C. 12291(a)(8), or “stalking” as defined in 34 U.S.C. 12291(a)(30).

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.

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 sexual harassment has occurred, and that notice may be either actual or constructive. In order to redress sexual harassment, the District has a duty to take prompt and effective steps that are reasonably calculated to: (1) end the harassment, (2) provide supportive measures before or after the filing of a formal complaint or where no formal complaint has been filed, 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

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”) 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

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/departments/human-resources-legal-services/title-ix/title-ix-grievance-procedures>

Revised February 10, 2025