

## Title IX and Sex Discrimination Policy Statement

New Jerusalem Elementary School District (NJESD) adheres to all federal, state, and local civil rights laws that prohibit sex discrimination and sex-based harassment in employment and education. NJESD does not discriminate in its admissions, employment, educational programs, or educational activities on the basis of sex.

Title IX of the Education Amendments of 1972 is one of several federal and state anti-discrimination laws that ensures equality in education. Title IX prohibits discrimination, harassment, exclusion, denial, limitation, or separation based on sex or gender. Title IX applies to male and female students and employees in any educational institution receiving federal funding. No district student or employee shall be excluded from participating in, denied the benefits of, or be subject to harassment or other discrimination in any academic or extracurricular program or activity based on sex.

California state law includes additional protected characteristics: sexual orientation, gender, gender identity, and gender expression. California Education Code Sections 200-282 and NJESD Board Policy 0410 prohibit discrimination based on sex, sexual orientation, gender, and gender identity or gender expression.

NJESD also prohibits retaliation against any person opposing sex discrimination or sex-based harassment or participating in any internal or external investigation or complaint process related to allegations of sex discrimination.

Any NJESD employee or student who acts to deny, deprive, or limit the educational, employment, or social access, opportunities, and/or benefits of any member of the NJESD community on the basis of sex is in violation of the California state and/or federal law.

Questions regarding Title IX, including its application and/or concerns about noncompliance, should be directed to the Title IX Coordinator. For a complete copy of the Policy or more information, please visit [NJESD.net](http://NJESD.net) or contact the Title IX Coordinator.

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