



Conestoga Valley School District

TITLE IX

Policy

Conestoga Valley School District is committed to providing a safe, supportive, and respectful learning and working environment for all students, staff, and visitors. In accordance with Title IX of the Education Amendments of 1972, the District does not discriminate on the basis of sex in any of its education programs, activities, or employment practices.

This commitment extends to all aspects of our educational programs, including admissions, athletics, course offerings, counseling, employment, and all other school operations.

Title IX is a federal law that prohibits discrimination based on sex. This includes:

- Sexual harassment or sexual violence
- Gender-based harassment or bullying
- Discrimination based on pregnancy, sexual orientation, or gender identity
- Unequal access to programs, activities, or benefits

Any student, employee, or community member who believes they have been subjected to discrimination, harassment, or retaliation in violation of Title IX is encouraged to report it immediately.

Reports can be made to the District's Title IX Coordinator in person, by phone, by email, or through the District's online reporting system — at any time, including outside of school hours.

Title IX Coordinator

Amy Horst

Director of Human Resources Conestoga Valley School District

502 Mt Sidney Road, Lancaster, PA 17602

Phone: 717-397-2421 ext 0008

Email: amy_horst@conestogavalley.org

The District will respond promptly to all reports of sex discrimination or sexual harassment. All complaints will be addressed in a fair, respectful, and impartial manner in accordance with the District's Title IX Grievance Procedures. Supportive measures and resources will be offered to anyone involved.

Retaliation against any individual who reports discrimination or participates in a Title IX investigation is strictly prohibited. The District takes all reports of retaliation seriously and will address them promptly.

Conestoga Valley School District is committed to providing regular training for staff, administrators, and students to promote awareness and understanding of Title IX rights and responsibilities. Resources and policy information are available on the District's website and in all school offices.