Complaint Process

• Take your verbal or written complaint to the school administrator or Title IX Complaint Manager within six months from the date the incident occurred or from the date you first obtained knowledge of the facts of the alleged discrimination. You have the right to a timely and informal resolution at the school site.

• If you are not satisfied with the school site resolution, you may file a written complaint appeal directly with the Education Service Center's Title IX Designee within 15 days of receiving the school-site decision. This will begin a formal investigation process that must be completed within 60 days.

• If you are not satisfied with the Education Resource Center's response, you may appeal that decision by writing to or calling the Title IX Coordinator in the District's Educational Equity Compliance Office or by contacting the California Department of Education's Office of Equal Opportunity. (1430 N Street, Sacramento, CA 95814)

Your complaint will be kept as confidential as possible. Retaliation against someone who files a complaint or participates in a complaint investigation is not permitted.

Who can help you?

Your Principal

or

Call or Write to:
Student Support Services (District Title IX Coordinator)

Eva Munoz
10319 Firmona Ave, Lennox, CA 90304 Telephone: (310) 695-4000
Fax No.: (310) 674-1795

Visit the Web Site:
www.lennox.k12.ca.us

Education Equity Compliance

Lennox School District

Title IX and Nondiscrimination
Know Your Rights

If any of your rights are being violated, do something about it.

It's your right!

Retaliation against someone who files a complaint or participates in a complaint investigation is forbidden by law.

Title IX and Nondiscrimination refer to federal and state anti-discrimination laws that ensure equality in education.

- Students have the right to equal learning opportunities in their schools.
- Students and employees may not be excluded from participation in, be denied the benefits of, or be subjected to harassment or other forms of discrimination on the basis of sex, sexual orientation, gender identity or gender expression in any program or activity.
- Students may not be required to take and/or may not be denied enrollment in a course because of their sex, sexual orientation, gender identity or gender expression.
- Students have the right to be evaluated and graded without regard to their sex, sexual orientation, gender identity or gender expression.
- Students must be provided counseling and guidance that is not discriminatory.
- Counselors may not urge students to enroll in particular classes or programs or activities based on sex, sexual orientation, gender identity or gender expression.
- Schools must offer female and male students equal opportunities to play sports.
- Equipment and supplies, game and practice schedules, budgets, coaching travel allowances, facilities, publicity, support services and tutoring offered to teams are to be equivalent between male and female teams.
- Pregnant and parenting students have the same right as any other student to continue in their regular school and in any program for which they qualify.

Sexual harassment of or by school employees or students is a form of discrimination and is therefore prohibited.

Schools must respond to allegations of sexual harassment once they are reported. Sexual harassment is:

- Unwelcome sexual conduct by other students or school employees that interferes with a student's right to get an education or to participate in school activities. Sexual harassment may be same-sex or opposite sex.
- Hostile or demeaning conduct targeting someone's sex, sexual orientation, gender identity, or gender expression. Some examples of conduct that, if unwelcome, could constitute sexual harassment:
- Purposely bumping or hurting someone because of their sex, sexual orientation, gender identity or gender expression.
- Pulling up, snapping, pulling down, or grabbing clothing.
- Blocking someone's movement, standing too close, or stalking someone.
- Unwanted hugging, kissing, touching, grabbing, or pinching.
- Pestering for dates.
- Spreading rumors or rating others.
- Making sexually suggestive sounds, whistles, or noises.
- Using insults, threats, slurs, or sexual jokes that target someone's sex, sexual orientation, gender identity or gender expression.
- Displaying/Sending pictures, posters, cartoons, drawings, or electronically-generated images messages of a sexual nature.
- Writing notes, letters, or graffiti that are sexually explicit.
- Making obscene gestures or suggestive body movements that are sexual in nature.

You can make a difference!

- Do not harass. "I was only kidding," is not a defense for sexual harassment.
- Do not encourage harassment or stand by silently while someone else is being harassed. Having an audience encourages the harasser.
- Be respectful to everyone. Consider how your words and actions may be perceived by others.
- If you are harassed, tell the harasser to stop. If the harassment continues, report it.
- If friends or classmates confide in you that they have been sexually harassed, encourage them to report it.

What can happen to those who commit sexual harassment? Disciplinary actions depend on the seriousness and frequency of the behavior. Consequences may include:

- Verbal or Written Warning
- Disciplinary Conference
- Detention
- In-school Suspension
- Class/Schedule Change
- Opportunity Transfer
- Suspension
- Expulsion/Dismissal

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