



AACS

TITLE IX

PARENT

GUIDE

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TITLE IX TEAM

The Title IX team consists of; the coordinator, the investigator, and the decision maker. These three individuals will remain impartial throughout the process to ensure that due process is given to all parties.

CONTACTS

- Title IX Coordinator:
 - Kym Anderson
 - kanderson@auroraacademycharter.com
 - (303) 367-5983
- Title IX Investigator:
 - Franky Wade
 - fwade@auroraacademycharter.com
 - (303) 367-5983
- Title IX Decision Maker
 - Katie Cory
 - kcory@auroraacademycharter.com
 - (303) 367-5983

TITLE IX

EXPLAINED

NON DISCRIMINATION POLICY

- “No person in the united States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal Financial Assistance.”

Sex-based Discrimination is discrimination on the basis of;

- sex stereotypes
- sex characteristics
- pregnancy or related conditions
- sexual orientation
- gender identity

PROHIBITED ACTS:

- Sex-based Harassment
- Hostile Environment Harassment
- Sexual Harassment
- Retaliation

DEFINITIONS

SEX-BASED HARASSMENT	Sexual harassment and other harassment on the basis of sex, including on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity, that is; • quid pro quo (a benefit is given to the victim in exchange for their participation in unwelcome sexual conduct) • specific offenses (e.g. sexual assault, dating violence, domestic violence, stalking, etc..); and or • hostile environment harassment.
HOSTILE ENVIRONMENT HARASSMENT	Unwanted, sex-based or otherwise, conduct that limits or denies a person's ability to participate or benefit from the recipient's education program, or activity.
SEXUAL HARASSMENT	Behaviors that include but are not limited to; unwanted sexual advances or requests for sexual favors, sexual jokes, innuendo, comments on an individual's body, sexuality, or identity, leering whilst touching, insulting/ obscene comments or gestures,
RETALIATION	When a person is treated in negative way, because they filed a Title IX complaint. This is not limited to the people involved in the original complaint.
COMPLAINT	An oral or written request to the school to investigate and make a determination about alleged discrimination under Title IX.
JURISDICTION	The legal authority given to the school to investigate and make determinations on Title IX allegations within their school, among their students, employees, or for individuals participating in school based events and activities.

DEFINITIONS

COMPLAINANT	Any person filing a complaint requesting that Aurora Academy Charter School investigates or makes a determination about alleged discrimination under Title IX.
RESPONDENT	Any person alleged to have violated Aurora Academy Charter School's prohibition on sex discrimination on Title IX.
CONSOLIDATED COMPLAINTS	AACS may group complaints of sex discrimination when more than one complainant or respondent are involved.
CONFIDENTIAL EMPLOYEES	Employees who are not required to report information disclosed to them in their confidential role. • They must provide information to anyone who informs them of conduct that reasonably may constitute sex discrimination about: ◦ Their status as confidential. ◦ How to contact the Title IX Coordinator. ◦ How to make a complaint. ◦ How the Title IX Coordinator can help.

PROCEDURE

TO FILE A COMPLAINT:

1. An oral or written complaint is filed with the Title IX Coordinator.
 - a. All employees who receive a complaint will report it to the Title IX coordinator with the exception of the following people:
 - i. The School Counselor
 - ii. The School Nurse
 - iii. The Mental Health Provider
2. A complaint can be filed by;
 - a. a student or employee of AACCS
 - b. a person other than a student or employee of AACCS who is alleged to have been subjected to conduct that could constitute as sex based discrimination at a time when that individual was participating in or attempting to participate in Aurora Academy Charter School's education program or activity;
 - c. a parent, guardian, or legal representative with legal rights to act on the behalf of a complainant
 - d. The Title IX Coordinator
3. A person is entitled to make a complaint of sex-based harassment only if they themselves are alleged to have been subjected to the sex-based harassment, if they have a legal right to act on behalf of such person, or if the Title IX Coordinator initiates a complaint consistent with requirements.
4. Once a complaint has been filed the Title IX Coordinator will collect basic information regarding the complaint and explain the process moving forward.

The Title IX Coordinator is Olive May. She can be reached at omay@auroraacademycharter.com or (303) 367-5983 ext. 319

RIGHTS

COMPLAINANT RIGHTS

A complainant is protected in their rights to make a complaint about sex discrimination they experienced even if they have chosen to leave the school's education program or activity as a result of that discrimination or for other reasons.

A complainant is protected against retaliation during and after the complaint has been made.

EQUITABLE TREATMENT

Complainants and Respondents will be treated equitably.

If either the complainant or the respondent require accommodations, both parties will be offered the same accommodations.

There may not be a conflict of interest or bias among the Title IX team. If there is conflict or bias that person must have another person take on their role during the process.

RESPONDENT RIGHTS

The respondent must be given written notice of allegations made.

Sufficient evidence must be gathered by the school to make a determination.

The evidence must show that it is more likely true than not true in order for the Title. IX decision maker to make a determination of guilt.

RESOURCES

HERE TO HELP

- **School Counselor- (Confidential Employee)**
 - Will be able to listen, offer strategies, connect you with help outside of the school.
 - Can NOT file a complaint.
- **School Nurse- (Confidential Employee)**
 - Will be able to listen, offer advise for seeking medical care.
 - Can NOT file a complaint.
- **Trusted Teacher or Adult in the School**
 - Will be able to listen.
 - Will be able to file a complaint.
- **Title IX Coordinator**
 - To file your complaint.
 - Will provide you with information regarding the Title IX process.
 - Will provide connect you with professionals within the school/ district who can help.
- **Safe 2 Tell- <https://safe2tell.org/>**
- **Victim Services and Rights of Aurora CO Website**
 - https://www.auroragov.org/residents/public_safety/polic_e/victim_services___rights
 - Advocates listed
 - Helpful information.