

# **Title IX Policy** **(SB 1375)**



**“Climbing Toward College & Career Readiness”**

ACS—K-2 Campus: 6555 Sylmar Ave., Van Nuys, CA 91401 - Office: (818)994-2904 Fax: (818)994-8096

ACS—2-5 Campus: 13400 Erwin St., Van Nuys, CA 91401 - Office: (818)994-2904 Fax: (818)786-3627

Website: [www.araratcharterschool.com](http://www.araratcharterschool.com)

**Inspiring Collaboration, Innovation, & Empowerment**



## **Nondiscrimination Statement**

Ararat Charter School (ACS), is committed to ensuring equal, fair, and meaningful access to employment and education services. The school does not discriminate in any employment practice, education program, or educational activity on the basis and/or association with a person or group with one or more of these actual or perceived characteristics of age, ancestry, color, disability, ethnicity, gender, gender identity or expression, genetic information, marital status, medical condition, national origin, political affiliation, pregnancy and related conditions, race, religion, retaliation, sex (including sexual harassment), sexual orientation, Vietnam Era Veterans' status, or any other basis prohibited by California state and federal nondiscrimination laws respectively. Not all bases of discrimination will apply to both education services and employment. The Principal and Director of Operations and Compliance are charged with overseeing, leading, and directing ACS's efforts to meet the legal obligations set forth in state and federal civil rights laws, and regulations in ACS employment and delivery of education services. Inquiries regarding nondiscrimination and civil rights should be directed to the Principal and Director of Operations and Compliance.

## List of Rights

The following list of rights, which are based on the relevant provisions of the federal regulations implementing Title IX of the Education Amendments of 1972 (20 U.S.C. Sec. 1681 et seq.), may be used by the department for purposes of Section 221.6:

- a) You have the right to fair and equitable treatment and you shall not be discriminated against based on your sex.
- b) You have the right to be provided with an equitable opportunity to participate in all academic extracurricular activities, including athletics
- c) You have the right to inquire of the athletic director of your school as to the athletic opportunities offered by the school
- d) You have the right to apply for athletic scholarships
- e) You have the right to receive equitable treatment and benefits in the provision of all of the following:
  - (1) Equipment and supplies
  - (2) Scheduling of games and practices
  - (3) Transportation and daily allowances
  - (4) Access to tutoring
  - (5) Coaching
  - (6) Locker rooms
  - (7) Practice and competitive facilities
  - (8) Medical and training facilities and services
  - (9) Publicity
- f) You have the right to have access to a gender equity coordinator to answer questions regarding gender equity laws
- g) You have the right to contact the State Department of Education and the California Interscholastic Federation to access information on gender equity laws
- h) You have the right to file a confidential discrimination complaint with the United States Office of Civil Rights or the State Department of Education if you believe you have been discriminated against or if you believe you have received unequal treatment on the basis of your sex
- i) You have the right to pursue civil remedies if you have been discriminated against
- j) You have the right to be protected against retaliation if you file a discrimination complaint

## Title IX Coordinators for Ararat Charter Schools:

Dr. Aida Tatioosian Principal 6555 Sylmar Ave. Van Nuys, CA 91401 Phone: 818-994-2904 ext. 1100 Fax: 818-994-8096 Email: atate@araratcharterschool.com	Adrineh Gharibi Director of Operations and Compliance 6555 Sylmar Ave. Van Nuys, CA 91401 Phone: 818-994-2904 ext. 1111 Fax: 818-994-8096 Email: a.gharibi@araratcharterschool.com
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### Information Regarding Student and Public Rights and the School's Responsibilities Under Title IX Can Be Found at the Following Sites:

- California Interscholastic Federation:  
<http://www.cifstate.org/governance/equity/index>
- California Department of Education, Office for Equal Opportunity:  
<https://www.cde.ca.gov/re/di/or/oeo.asp>
- California Department of Education, Gender Equity/Title IX  
<https://www.cde.ca.gov/re/di/eo/genequitytitleix.asp>
- United States Department of Education, Office for Civil Rights:  
<https://www2.ed.gov/about/offices/list/ocr/frontpage/pro-students/sex-pr.html>
- Ararat Charter School Website  
<https://araratcharterschool.com>

You can find a list of community-based organizations that provide support to youth, and their families, who have been subjected to school-based discrimination, harassment, intimidation, or bullying at: <https://www.cde.ca.gov/re/di/eo/>

### Civil Rights Complaint Form

<https://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

### Statute of limitations for Filing an Alleged Incident of Harassment or Discrimination

Any parent, guardian, individual, organization has the right to file a written complaint of discrimination, harassment, intimidation, and/or bullying on the basis of a protected characteristic within six months from the date the alleged incident occurred or the complainant first obtained knowledge of the facts of the alleged incident.

The timeline for filing a complaint of discrimination, harassment, intimidation, and/or bullying can be extended by Title IX Coordinator or designee, upon written request by the explaining the reasons for the extension. All extension requests to the Title IX Coordinators shall be made in writing. The period for filing may be extended by the Title IX Coordinators for a period not to exceed 90 days following the expiration of the six-month time period. The Title IX Coordinators shall respond appropriately upon a receipt for extension.

## **Discrimination Complaints Investigation**

All complaints filed to Ararat Charter School are conducted pursuant to its Uniform Complaint Procedures (UCP) policy. ACS Title IX Coordinators will timestamp new complaints of discrimination, harassment, intimidation, and/or bullying when received and will provide an acknowledgment letter framing the allegations under the jurisdiction of the UCP and referring a complainant to appropriate offices and resources for issues not covered under UCP jurisdiction.

Under Ararat Charter School's UCP policy, ACS has sixty (60) calendar days from receipt of the complaint to investigate the complaint and to send a letter with findings to relevant parties. During the investigative process, ACS shall contact complainant and other applicable parties to request documents and information. ACS will provide an opportunity for the complainant to present evidence or information to support his/her allegations. Ararat Charter School ensures that, within 60 days of receipt of the written complaint, the complaint has been resolved and/or investigated and that a written report of findings is issued to the complainant. If the Title IX Coordinators finds that a complaint has merit, the school will take appropriate corrective action.

The complainant may appeal the School's decision within fifteen calendar days to the California Department of Education. The appeal must specify the reason for the appeal and whether the School's facts are incorrect and/or the law is misapplied. The appeal must include a copy of the original complaint to the School and a copy of the School's decision. For more information, visit the California Department of Education's webpage on Uniform Complaint Procedures: <http://www.cde.ca.gov/re/cp/uc/index.asp>.

For complaints alleging unlawful discrimination based on state law, the complainant may pursue available civil law remedies, including seeking assistance from mediation centers or public/private interest attorneys, sixty (60) calendar days after filing an appeal with the California Department of Education. (California Education Code § 262.3.)

## **Definition of Discrimination and Harassment Based on Sex Under Ed. Code Section 230**

Harassment and other discrimination on the basis of sex include, but are not limited to, the following practices:

(a) On the basis of sex, exclusion of a person or persons from participation in, denial of the benefits of, or subjection to harassment or other discrimination in, any academic, extracurricular, research, occupational training, or other program or activity.

(b) On the basis of sex, provision of different amounts or types of student financial aid, limitation of eligibility for student financial aid, or the application of different criteria to applicants for student financial aid or for participation in the provision of student financial aid by others.

(c) On the basis of sex, exclusion from participation in, or denial of equivalent opportunity in, athletic programs. “Equivalent” means equal or equal in effect.

(d) On the basis of sex, harassment or other discrimination among persons, including, but not limited to, students and nonstudents, or academic and nonacademic personnel, in employment and the conditions thereof, except as it relates to a bona fide occupational qualification.

(e) On the basis of sex, the application of any rule concerning the actual or potential parental, family, or marital status of a person, or the exclusion of any person from any program or activity or employment because of pregnancy or related conditions.

## **How to File a Complaint Under Title IX**

(a) You can find more information regarding how to file a complaint as follows:

- The United States Office for Civil Rights websites:
  - <https://www2.ed.gov/about/offices/list/ocr/docs/howto.html?src=rt>.
  - <https://www2.ed.gov/about/offices/list/ocr/complaintintro.html>
  - <https://ocrca.ed.gov/welcome-to-the-ocr-complaint-assessment-system>
- California Department of Education website:
  - <http://www.cde.ca.gov/re/di/eo/complaint.asp>
- The School’s Uniform Complaint Procedures (“UCP”) or Title IX, Harassment, Intimidation, Discrimination, and Bullying Policy. Please see the school website for a complete copy of these policies.

(b) A complaint regarding discrimination or harassment based on sex must ordinarily be filed with the U.S. Office for Civil Rights within 180 days of the last act of discrimination. If your complaint involves matters that occurred longer than this and you are requesting a waiver, you will be asked to show good cause why you did not file your complaint within the 180-day period. If you have questions about your situation, you can contact the California branch of the Office for Civil Rights at the address listed below. A complaint filed with the School under our UCP alleging unlawful discrimination, harassment, intimidation or bullying must be initiated no later than six (6) months from the date when the alleged unlawful discrimination, harassment, intimidation or bullying occurred, or six (6) months from the date when the complainant first

obtained knowledge of the facts of the alleged unlawful discrimination, harassment, intimidation or bullying.

(c) The U.S. Office for Civil Rights has its own policies and procedures for investigating complaints. Please review the above link for more information about this process. A complaint filed with the School under our UCP or Title IX, Harassment, Intimidation, Discrimination, and Bullying Policy will be investigated in compliance with those policies.

(d) There are a variety of ways to file your complaint. You can use the U.S. Office for Civil Rights electronic complaint form filed directly through their website; or mail, email, or send by facsimile your own letter or a completed copy of the Office for Civil Rights Discrimination Complaint Form.

- The electronic complaint form is available at <https://www2.ed.gov/about/offices/list/ocr/complaintintro.html>
- You can send a completed version of this form or your own letter via email, facsimile, or regular mail to the following addresses:

**Office for Civil Rights  
U.S. Department of Education  
400 Maryland Avenue SW  
Washington, D.C. 20202**

**Telephone: 800-421-3481  
FAX: 202-453-6012; TDD: 800-877-8339  
Email: [ocr@ed.gov](mailto:ocr@ed.gov)**

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**San Francisco Office  
Office for Civil Rights  
U.S. Department of Education  
50 United Nations Plaza  
Mail Box 1200, Room 1545  
San Francisco, CA 94102**

**Telephone: 415-486-5555  
FAX: 415-486-5570; TDD: 800-877-8339  
Email: [ocr.sanfrancisco@ed.gov](mailto:ocr.sanfrancisco@ed.gov)**

To file a UCP or complaint under our Title IX, Harassment, Intimidation, Discrimination, and Bullying Policy directly with the School, please follow procedures set forth in those policies.