

## **Title IX**

Aurora Academy Charter School is dedicated to creating a safe learning and working environment for all students and employees. Our school plays a critical role in ensuring Aurora Academy complies with Title IX.

### **Aurora Academy Charter School Title IX Designees:**

Olive May (Assistant Principal)	Coordinator
Franky Wade (Assistant Principal)	Investigator
Amy Tracy (Principal)	Decision Maker
Christine Smith (Counselor)	Informal Resolution Facilitator
Board of Directors	Appeals Panel

### **Definition:**

The Department of Education defines sexual harassment to include sexual assault, dating violence, domestic violence, and stalking, as unlawful discrimination on the basis of sex. It is required that the definition is used as it was developed by the Office of Civil Rights.

- Sexual Harassment means conduct on the basis of sex that satisfies one of the following:
  - an Employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct;
  - Unwelcome conduct determined by a Reasonable Person to be so severe, pervasive, and offensive that it effectively denies a person equal access to the recipient's Education Program or Activity
  - Under the Clery Act-Violence Against Women Act, sexual assault, violence, domestic violence or stalking.
- These reference to Employee/Employee, Employee/Student, and Student/Student allegations of sexual harassment and discrimination.
- These reference to the empowering of survivors to make decisions about how a school responds to incidents of sexual harassment. Additionally, requires schools to offer survivors supportive measures. Aurora Academy Charter School is responsible for ensuring that supportive measures are offered to the Complainant and Respondent that are reviewed throughout the process and resolution.

### **Procedures:**

- Procedures after a report is made by someone other than the Complainant.
  - Coordinator responds promptly and confidentially to contact the Complainant.
    - Discussion includes: availability of supportive measures
    - Consideration of Supportive Measures
    - Informs Complainant that all supports are available regardless of a formal complaint being made.
    - Explains the process for filing a formal complaint.
      - It is not mandatory for a Complainant to file a formal complaint.



- Arbitration
- Written agreement by all parties without objection by the Coordinator is binding by its terms.
  - The Coordinator may disapprove of alternative dispute resolution for certain complaints.
- The matter may return to formal investigation if the informal resolution is unsuccessful.

### **Appeals Framework**

The Decision Maker, upon receiving a notice of appeal, shall provide a notice to both Parties that the appeal has been filed and that each Party has five calendar days to file a brief written statement supporting or challenging the outcome. The Decision Maker shall initiate the formation of an Appeals Panel (Board of Directors). The Appeals Panel shall be provided copies of the notice of appeal, statements of the parties challenging or supporting the decision appealed, the formal complaining and, as appropriate, either the summary dismissal or the investigative report and determination of responsibility. Either Party may attach other documents produced during the process to their statement supporting or challenging the outcome. The Appeals Panel shall provide a written decision describing the appeal and the rationale for its decision simultaneously to the Parties. If the Appeals Panel is evenly divided on the proper outcome to the appeal the summary dismissal or determination of responsibility shall be upheld.

### **Resources**

For more information regarding Title IX or the information provided here please contact a school administrator. Information can also be found at [Colorado Department of Education Title IX](#).