

Crete Academy Title IX



Title IX - Sex Equity in Education

Each student and employee has a right to learn and work in an environment that is free from unlawful discrimination. No District student or employee shall be excluded from participation in, be denied the benefits of, or be subject to discrimination on the basis of actual or perceived sex, sexual orientation, gender, or gender identity or expression.

Title IX of the Educational Amendments of 1972 is one of several federal and state anti-discrimination laws that ensure equality in education. Title IX prohibits discrimination, harassment, exclusion, denial, limitation or separation based on sex or gender. Title IX applies to both male and female students in any educational institution receiving federal funding.

California Education Code Sections 200 through 282 and Los Angeles Unified School District Board Policy prohibits discrimination on the basis of sex, sexual orientation or gender. Title IX requires that every school district or institution have a Title IX/Bullying Complaint Manager to whom concerns or complaints regarding sex discrimination can be made.

Crete Academy is committed to providing a work and educational atmosphere that is free of unlawful harassment under Title IX of the Education Amendments of 1972 (sex); Titles IV, VI, and VII of the Civil Rights Act of 1964 (race, color, or national origin); The Age Discrimination in Employment Act of 1967; The Age Discrimination Act of 1975; the IDEA; and Section 504 and Title II of the ADA (mental or physical disability).

Crete Academy also prohibits sex based harassment, including cyber sexual bullying, and harassment based upon pregnancy, childbirth or related medical conditions, race, religion, religious affiliation, creed, color, gender, gender identity, gender expression, national origin or ancestry, physical or mental disability, medical condition, marital status, age, sexual orientation, sex characteristics, sex stereotypes or any other basis protected by federal, state, local law, ordinance or regulation or any unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the education program or activity (i.e., creates a hostile environment).

Crete Academy does not condone or tolerate harassment of any type, including discrimination, intimidation, or bullying, including cyber sexual bullying, by any employee, independent contractor or other person with which Crete Academy does business, or any other individual, student, or volunteer. This applies to all employees, students, or volunteers and relationships, regardless of position or gender.

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Crete Academy prohibits students from being treated differently based on pregnancy and parental status. Crete Academy will take actions ensuring equal access for pregnant and parenting students, such as class breaks, lactation space, intermittent absences to attend medical appointments, and other support based on individualized needs. Crete Academy will promptly and effectively investigate any complaint, written or verbal, of harassment and take appropriate corrective action, if warranted.

Complaint Process

Crete Academy will also offer a grievance procedures to address all complaints of discrimination on the basis of sex, including, but not limited to, complaints about “sex-based harassment,” failure to provide equal athletic opportunity, sex discrimination in a school’s courses and programs, and discrimination based on pregnancy. Students or parents/guardians should report their verbal or written Title IX complaint to the Title IX Complaint Manager (Hattie Mitchell) within six months from the date the alleged incident occurred or first obtained knowledge. Inquiries, complaints, or grievances regarding harassment as described in this section, above, should be directed to the Crete Academy Uniform Complaint Procedures (“UCP”) Compliance Officer: Hattie Mitchell – hmitchell@creteacademy.org.

The Board of Directors of Crete Academy have adopted policies and processes for airing and resolving internal and external disputes. [Dispute resolution policies and procedures are printed in the Parent Student Handbook as well as Crete Academy Employee Handbook.](#) The purpose of these policies and procedures is to have school community members resolve issues in-house in an amicable and fair manner whenever possible and to avoid contacting the Board of Education and the District unnecessarily. School community members include students, teachers, staff, parents, members of the Board of Directors, volunteers, partners, parties contracted for services, and collaborators.

For more information on how to file a complaint visit the school website – www.creteacademy.org