

# ANCHORAGE SCHOOL DISTRICT

## Title IX Fact Sheet

### WHAT IS TITLE IX?

Title IX of the Education Amendments of 1972 is a federal law that protects people from discrimination based on sex in education programs or activities that receive federal financial assistance. Title IX states that “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.” Entities that receive federal financial assistance include school districts, charter schools, colleges, universities, for-profit schools, libraries, museums, vocational rehabilitation agencies, and state and local education agencies.

### Who is protected by Title IX and District Policy?

Title IX protects any person from discrimination on the basis of sex, meaning that it applies regardless of sex. Different treatment on the basis of sex and sexual harassment are prohibited regardless of a person’s sex, sexual orientation, gender identity, or gender expression. Anchorage School District policies 4119.11 and 5145.7 prohibit sexual harassment of students or staff by other students, staff, school board members, and third parties.

### What activities are covered by Title IX?

A school’s “education program or activity” includes all of the school's operations. Title IX protects against different treatment on the basis of sex in all academic, educational, extracurricular, athletic, and other programs of the district, including district transportation and district programs that may occur off district property. Title IX applies to course offerings and access; counseling; extracurricular activities; athletics; pregnant and parenting students; sexual harassment; different treatment on the basis of sex; discipline; single-sex education; and employment. Title IX also prohibits retaliation against those who exercise their rights under Title IX.

### Nondiscrimination in District Programs and Activities

“The School Board is committed to equal opportunity for all individuals in education. District programs and activities shall be free from discrimination based on sex, race, color, religion, gender identity, sexual orientation, national origin, ancestry, age, marital status, changes in marital status, pregnancy, parenthood, physical or mental disability, Vietnam era veteran status, genetic information, good faith reporting to the board on a matter of public concern, or any other unlawful consideration. The Board shall promote programs which ensure that discriminatory practices are eliminated in all District activities.” School Board Policy 0410 (rev. 3/2012)

### Anchorage School District Title IX Coordinator

Title IX Coordinator

Office of Equity and Compliance

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<https://www.asdk12.org/Page/1386>

## ANCHORAGE SCHOOL DISTRICT'S OBLIGATIONS UNDER TITLE IX

District employees have crucial roles in ensuring the district's compliance with the law. Title IX compliance focuses on whether the district responds appropriately to incidents of sexual harassment and different treatment that any district employee knows about.

**NOTICE:** District employees may have notice of incidents even if no formal report is filed. Once a district employee has notice of sexual harassment, the school must take prompt and equitable steps to resolve the issue. If harassment is so severe, pervasive and objectively offensive that it effectively denies a student's ability to participate in or benefit from school programs or activities, then a hostile environment exists and the school must address it.

**INVESTIGATION:** A prompt and equitable investigation provides for an adequate, reliable and impartial proceeding that treats parties equitably; affords parties the opportunity to present witnesses and other evidence, submit questions for parties and witnesses, as well as review evidence and the investigation report; follows a prompt timeframe; notifies the parties of the outcome of the complaint; and assures the parties that the school will take steps to prevent the recurrence of harassment and address any discriminatory effects. There are additional requirements regarding hearings.

**FINDINGS OF RESPONSIBILITY and POTENTIAL REMEDIES:** For students found to be responsible for sexual harassment, discipline may include removal of privileges, in-school and out of school suspension, and expulsion. Employees responsible for sexual harassment may face disciplinary action. There are individual and systemic remedies for those affected by sexual harassment.

**The safety of students and employees is of paramount concern to the district.**

### Filing a Complaint with the Anchorage School District

There are three distinct complaint procedures available to individuals who feel they have been discriminated against, harassed, or otherwise treated in a manner that violates law or Anchorage School District Policy. Please visit the district's website at <https://www.asdk12.org/Page/7969> for more information on these options.

- Student Grievance Process – for students and/or their parents/guardians filing on behalf of a student
- EEO Complaint Process – for ASD employees or applicants for employment
- Citizen Complaint Process – for any member of the community

### Filing a Complaint with an External Agency

An Anchorage School District student, parent or guardian, employee, applicant for employment, or community member who chooses not to file a complaint through district processes, or who is unsatisfied with the determination following a district complaint investigation, may file a complaint with an external agency. Please visit <https://www.asdk12.org/Page/8016> for information on these options.

### For More Information

For more information on the Anchorage School District's Office of Equity and Compliance and the district's compliance with civil rights laws, please visit the Office's website at <https://www.asdk12.org/Page/1386>.