

POLICY #9

Title IX/ Grievance Policy

Why Adopt This Policy?

Prohibiting discrimination of any kind is both required by law and is essential to ensuring children grow up knowing that it is the content of their character, not their sex, which matters. This policy enshrines this ideal of equality within the district and provides specific examples of where district personnel may not use sex as a factor in any decision.

Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex, applies when a recipient participates in a program or activity that receives federal financial assistance. Congress enacted Title IX to promote equal opportunity for women.¹ It prohibits educational institutions from discriminating on the basis of sex, while allowing entities to maintain sex separation in some programs to equalize opportunity for girls and to protect the privacy interests of all. Title IX provides:

Scope

This policy applies to students, staff, and volunteers.

Definition

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.

Policy Details

The school board is committed to maintaining a learning environment in which discrimination based on sex is prohibited. This policy aims to ensure that every individual is treated fairly as an individual, regardless of sex.

The School Board has adopted a non-discrimination policy in compliance with state and federal law that governs several protected categories, including race, sex, and religion, among others. However, given the current emphasis on sex in education throughout the United States, the School Board believes it is critically important to emphasize that no employee of the district may use sex as a factor in any decision regarding the treatment of any person, including students.

Responsibilities

(1) Teachers and other district employees may not prioritize students for instruction, services, or support based on sex.

(2) Offer clubs, scholarships, benefits, services, or trips based on sex.

(3) Attempt to balance classrooms, teams, sports, clubs, or other groups based on sex.

(4) Alter or adjust school policies, the enforcement of school policies, or any outcomes, such as discipline policies and academic outcomes, based on sex.

(5) Disaggregate data in such a way as to evaluate student or staff performance or discipline based on sex. School employees are prohibited from making decisions, changing policy, or otherwise acting based on se