



TITLE IX POLICY

Equal Educational Opportunity • Safe Learning Environment • Prompt Response

TITLE IX OF THE EDUCATION AMENDMENTS OF 1972

"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 Statement

Significant Educators, operator of Mary McLeod Bethune Elementary Charter School (Bethune), prohibits discrimination on the basis of sex in its education programs and activities. Bethune is committed to equal educational opportunity and compliance with Title IX, 20 U.S.C. § 1681 et seq.

School Commitment

Prevention Maintain educational programs and a school environment designed to minimize sex discrimination, sex-based harassment, sexual misconduct, and retaliation.	Support Provide appropriate support to students and other individuals affected by reported sexual misconduct or discrimination.
Response Respond promptly and equitably to reports and allegations through the school's applicable procedures.	Protection Take appropriate steps to protect the reporting person and other members of the school community from further harm or retaliation.

Reporting a Concern

Students and families who believe a student has experienced conduct prohibited by this policy are encouraged to report the concern promptly. A report allows Bethune to provide support, assess safety needs, and take appropriate action. The complaint form on page 2 may be used, but a concern may also be reported directly to a school contact below.

CONTACT	ROLE	EMAIL
Mrs. Tasha Johnson	Social Worker / Title IX Contact	tjohnson@bethunenola.org

Additional Administrative Contact: Mary C. Haynes-Smith, CEO/Principal • mmbec@bethunenola.org

Retaliation against any person for making a good-faith report, participating in an investigation, or exercising rights under Title IX is prohibited.



TITLE IX DISCRIMINATION COMPLAINT FORM

Use this form to report alleged sex discrimination, harassment, sexual misconduct, or retaliation.

Instructions: Complete the information below and submit it to Bethune administration or a Title IX contact. Attach additional pages or supporting documents as needed.

Date Submitted: _____

Telephone: _____

1. Person Filing the Complaint — Name, Address, and Email

2. Person Allegedly Discriminated Against (if different from the filer) — Name and Contact Information

3. School, Department, Program, or Activity Involved

4. Nature of the Complaint — Check all that apply:

☐ Sex Discrimination

☐ Sexual Harassment

☐ Sexual Violence/Misconduct

☐ Retaliation / Other

5. Name, Title, and Department of Person(s) Alleged to Have Engaged in the Conduct

6. Description of the Complaint — Include what occurred, dates, locations, and why you believe the conduct violated Title IX

7. Previous Reports or Actions — Identify anyone at the school or another agency with whom you discussed this matter

8. Supporting Documentation Attached

9. Corrective Action or Resolution Requested

10. Witnesses — Name, Relationship/Title, and Telephone or Email

Declaration: I declare that the information provided in this complaint is true and correct to the best of my knowledge.

Signature of Complainant: _____ Date: _____

If the person affected is a minor and someone else files the complaint, the parent or legal guardian should sign when required.