

TITLE IX NON-DISCRIMINATION POLICY

Date Approved: January 18, 2012

Approved by: Board of Directors

Section: Enrollment

I. PURPOSE

Students are protected from discrimination on the basis of sex pursuant to Title IX of the Education Amendments of 1972 (“Title IX”) and the Minnesota Human Rights Act (“MHRA”). The purpose of this policy is to provide equal educational opportunity for all Laura Jeffrey Academy (“LJA”) students and to prohibit discrimination on the basis of sex, including discrimination on the basis of pregnancy or parenting status.

II. GENERAL STATEMENT OF POLICY

A. Pursuant to Title IX and the MHRA, LJA will not deny any student the benefits of an educational program or activity on the basis of sex.

B. It is the responsibility of every LJA employee to comply with this policy.

C. LJA will take appropriate steps to inform LJA employees about their responsibilities under this policy and to inform students of their rights under the policy.

III. PREGNANCY AND PARENTING STATUS

A. LJA recognizes that Title IX and the MHRA specifically ban discrimination on the basis of a student’s actual or potential parental, family, or marital status and a student’s “pregnancy, childbirth, termination of pregnancy, or recovery there from.”

B. LJA will give all students who might be, are, or have been pregnant (whether currently parenting or not) equal access to school programs and extracurricular activities.

C. LJA will reasonably accommodate pregnant or parenting students, treating them in the same way as it treats other students who are similarly able or unable to participate in school activities.

D. LJA will avoid the following:

1. Making any assumptions about the ability of pregnant or parenting students to excel academically.
2. Denying pregnant or parenting students honors or participation in graduation.

3. Pushing pregnant or parenting students into a special class or program or tracking them into specific courses of study.
4. Expelling or suspending a student for being pregnant or a parent.
5. Requiring pregnant or parenting students to have home tutoring or conversely making it hard for a pregnant or parenting student to get these services.
6. Requiring pregnancy or parenting students to take or refrain from taking physical education classes without medical reason.
7. Requiring pregnant students but not other students to get a doctor's certificate to stay in school.
8. Denying pregnant students excused absences for medical problems or prenatal or postnatal care.
9. Taking any similarly discriminatory action.

III. REPORTING PROCEDURES

A. LJA hereby designates the Principal or her designee as its Title IX coordinator and authorizes the Title IX coordinator to receive complaints of unlawful sex discrimination. If the complaint involves actions taken by the Title IX coordinator, complaints may be filed directly with the Chair of the LJA Board of Directors.

B. LJA shall conspicuously post the name and contact information for the Title IX coordinator and the Chair of the LJA Board of Directors.

C. Complaints may be made verbally or in writing.

D. LJA will respect the privacy of the complainant, the individual(s) against whom the complaint is filed, and the witnesses, as much as possible consistent with its obligation to investigate complaints and take appropriate action.

IV. INVESTIGATION AND RESPONSE

A. Upon receipt of a complaint, the Title IX coordinator will promptly launch an appropriate investigation.

B. The investigation will be completed as soon as possible and the Title XI coordinator will make a written report of the outcome.

C. Upon receipt of the written report, LJA will take appropriate action under Title IX and the MHRA to remedy any discrimination.

V. RETALIATION

A. Retaliation includes any form of reprisal, intimidation, or harassment.

B. LJA will not retaliate against a student or employee who makes a good faith complaint of sex discrimination or who participates in a discrimination investigation, proceeding or hearing.

C. LJA will discipline or take appropriate action against any student or employee who retaliates against another student or employee who makes a good faith complaint of sex discrimination or who participates in a discrimination investigation, proceeding or hearing.