



# TAYLION

K-12 Tailored To You—Online, In Class & At Home™

## Title IX Policies & Procedures

Title IX is a federal law to ensure that students and employees in educational settings are treated equally and fairly. It protects against discrimination on the basis of sex, including sexual harassment. In addition, Title IX protects transgender students and students who do not conform to gender stereotypes. State law also prohibits discrimination based on gender (sex), gender expression, gender identity, and sexual orientation. The preamble to Title IX of the Education Amendments of 1972 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.”***

**Title IX Policy:** Taylion believes that all students and staff members should be able to attend school and/or work at Taylion without harassment of any kind. Examples of the types of discrimination that are covered under Title IX include sexual harassment, failure to provide equal athletic opportunity, sex-based discrimination in a school’s courses and programs, and discrimination based on pregnancy. Sexual harassment is against the law and will not be tolerated. Sexual harassment is any unwelcome or inappropriate sexual advance, request for sexual favors or verbal or physical conduct of a sexual nature. Any occurrence of sexual harassment will result in a mandatory parent conference and may be referred to law enforcement. In addition, suspension or a recommendation for expulsion may be made based upon the nature of the incident. If a student feels they have been or are being harassed, report the incident immediately to Taylion’s Title IX Coordinator or to any other available school employee who shall immediately inform the Title IX Coordinator.

**Title IX Grievance Procedure:** Any individual (e.g., the alleged victim, a student, an employee, a parent/guardian, etc.) may report sexual harassment directly to the Title IX Coordinator or to any other available school employee who shall immediately inform the Title IX Coordinator. Reports can be made by any means (e.g., in-person, by phone, by mail, by email, etc) within six months from the date the incident occurred. This will begin the informal investigation process which must be completed within 60 days. Any complaints alleging unlawful discrimination or harassment on the basis of sex may also be eligible to be investigated under the school’s Complaint Procedures and by filling out a Universal Complaint Form found on the school’s website under the School Resources tab. Only formal complaints alleging sexual harassment as defined under Title IX may be investigated under Taylion’s Title IX grievance procedure.

**Title IX Coordinator:** Ildiko Clark (Director of Compliance) **Email:** [ildiko.clark@taylion.com](mailto:ildiko.clark@taylion.com)