



Title IX Policy

Title IX

Each student and employee has a right to learn and work in an environment that is free from unlawful discrimination. No Environmental Charter Schools (“ECS”) student or employee shall be excluded from participation in, be denied the benefits of, or be subject to discrimination on the basis of actual or perceived sex, sexual orientation, gender, or gender identity or expression.

Title IX of the Educational Amendments of 1972 is one of several federal and state anti-discrimination laws that ensure equality in education. Title IX prohibits discrimination, harassment, exclusion, denial, limitation or separation based on sex or gender. Title IX applies to both male and female students in any educational institution receiving federal funding.

Title IX equity and compliance concerns should be directed to the Human Resources Manager:

Marcela Pak
Title IX Coordinator
(310) 214-3408, ext. 1603
marcela_pak@ecsonline.org
2625 Manhattan Beach Blvd, Suite 100
Redondo Beach, CA 90278

Filing a Title IX Complaint

Students, parents/guardians, or employees should report their Title IX complaint to the Title IX Coordinator named above using ECS’ Uniform Complaint Policy and Procedures (UCP) within six months from the date the incident occurred. This will begin the informal investigation process, which must be completed within 60 days. Complainants have a right to a timely and informal resolution at the school site. If the complainant is dissatisfied with the school decision, an appeal of the findings may be made to the California Department of Education - Office of Equal Opportunity.

1. You can find more information regarding how to file a complaint as follows:

The United States Office for Civil Rights website:

<https://www2.ed.gov/about/offices/list/ocr/docs/howto.html?src=rt>

California Department of Education website:
<http://www.cde.ca.gov/re/di/eo/complaint.asp>

ECS's UCP or Title IX Policy. Please contact the Title IX Coordinator or school office manager for a complete copy of these policies.

2. A complaint regarding discrimination or harassment based on sex must ordinarily be filed with the U.S. Office for Civil Rights within 180 days of the last act of discrimination. If your complaint involves matters that occurred longer than this and you are requesting a waiver, you will be asked to show good cause why you did not file your complaint within the 180-day period. If you have questions about your situation, you can contact the California branch of the Office for Civil Rights at the address listed below. A complaint filed with ECS schools under our UCP alleging unlawful discrimination, harassment, intimidation or bullying must be initiated no later than six (6) months from the date when the alleged unlawful discrimination, harassment, intimidation or bullying occurred, or six (6) months from the date when the complainant first obtained knowledge of the facts of the alleged unlawful discrimination, harassment, intimidation or bullying.
3. The U.S. Office for Civil Rights has its own policies and procedures for investigating complaints. Please review the above link for more information about this process. A complaint filed with ECS under our UCP or Title IX Policy will be investigated in compliance with those policies.
4. There are a variety of ways to file your complaint. You can use the U.S. Office for Civil Rights electronic complaint form filed directly through their website; or mail, email, or send by facsimile your own letter or a completed copy of the Office for Civil Rights Discrimination Complaint Form.

The electronic complaint form is available at
<https://www2.ed.gov/about/offices/list/ocr/complaintintro.html>

You can send a completed version of this form or your own letter via email, facsimile, or regular mail to the following addresses:

San Francisco Office
Office for Civil Rights
U.S. Department of Education
50 United Nations Plaza
Mail Box 1200, Room 1545
San Francisco, CA 94102

Telephone: 415-486-5555

FAX: 415-486-5570; TDD: 800-877-8339

Email: ocr.sanfrancisco@ed.gov or ocr@ed.gov

To file a UCP Complaint or Title IX Complaint directly with ECS, please follow procedures set forth in those policies.

Student Rights Pursuant to CA Education Code Section 221.8

CA Education Code section 221.8 provides as follows:

The following list of rights, which are based on the relevant provisions of the federal regulations implementing Title IX of the Education Amendments of 1972 (20 U.S.C. Sec. 1681 et seq.), may be used by the department for purposes of Section 221.6:

- You have the right to fair and equitable treatment and you shall not be discriminated against based on your sex.
- You have the right to be provided with an equitable opportunity to participate in all academic extracurricular activities, including athletics.
- You have the right to inquire of the athletic director of your school as to the athletic opportunities offered by the school.
- You have the right to apply for athletic scholarships.
- You have the right to receive equitable treatment and benefits in the provision of all of the following:
 1. Equipment and supplies.
 2. Scheduling of games and practices
 3. Transportation and daily allowances
 4. Access to tutoring
 5. Coaching
 6. Locker rooms
 7. Practice and competitive facilities
 8. Medical and training facilities and services
 9. Publicity
- You have the right to have access to a gender equity coordinator to answer questions regarding gender equity laws.
- You have the right to contact the State Department of Education and the California Interscholastic Federation to access information on gender equity laws.
- You have the right to file a confidential discrimination complaint with the United States Office of Civil Rights or the State Department of Education if you believe you have been discriminated against or if you believe you have received unequal treatment on the basis of your sex.

- You have the right to pursue civil remedies if you have been discriminated against.
- You have the right to be protected against retaliation if you file a discrimination complaint.

Additional Resources

Additional information can be found at the following offices:

United States Department of Education Office for Civil Rights -
<https://www2.ed.gov/about/offices/list/ocr/index.html>

California Department of Education Office for Equal Opportunity -
<https://www.cde.ca.gov/re/di/or/oeo.asp>