

The Board of Education of the Lordsburg Municipal Schools finds that the school district must provide equivalence of benefits in all its boys' and girls' athletics, academics, and training programs as required by Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681 et seq.), which prohibits discrimination on the basis of gender by educational institutions that receive federal funds directly or indirectly. The Board further acknowledges that the district must undertake a continuous evaluation of its compliance with Title IX, and that the school district must therefore take care to maintain a balance in the benefits provided by the boys' and girls' programs.

To promote compliance with Title IX, it is the Board's purpose through this policy to help maintain the overall equivalence of opportunity for male and female students and employees to participate in athletic programs, academic programs, and training within the school district.

**A. Nondiscrimination Policy under Title IX**

The Lordsburg Municipal Schools is committed to equal opportunity/equal access in all its employment, educational programs, activities and services. All students shall have the opportunity to participate in and receive benefits from all programs or activities including, but not limited to, course offerings, graduation requirements, athletics, counseling, employment assistance, extra-curricular and other school-related activities.

**B. Sexual Harassment Policy under Title IX**

The Lordsburg Municipal Schools is committed to a positive and productive working and learning environment free of discrimination. Discrimination adversely affects morale and interferes with employee and student ability to work and learn. The Lordsburg Municipal Schools prohibits sexual harassment of its employees or students, whether committed by a co-worker, supervisor, subordinate, contractor, volunteer or student. Such behavior may constitute a basis for disciplinary action up to and including discharge or expulsion. Whereas sexual harassment substantially compromises the attainment of educational excellence, the Lordsburg Municipal Schools will not tolerate such behavior between members of the same or opposite sex.

The Lordsburg Municipal Schools also prohibits retaliation against:

1. any employee or student for having made a report of alleged sexual harassment, and
2. against any employee or student who has testified, assisted or participated in the investigation of a report.

Retaliation is itself a violation of State and Federal regulations prohibiting discrimination and may constitute a basis for disciplinary action up to and including discharge or expulsion.

**This policy applies to individuals attending any events on the property of the Lordsburg Schools, whether or not school-sponsored and to any school-sponsored events regardless of location. Any complaints of sexual harassment in violation of this policy should be reported within 180 calendar days of occurrence.**

**A copy of the Lordsburg Municipal Schools Sexual Harassment policies may be obtained at the school-based principal's office, at the District administrative office, or via the District's website. Nothing in this policy applying to Title IX is intended to negate the Sexual Harassment policies in section 500 (employees) and section 600 (students) of the policy manual.**

**C. Creation of Title IX Coordinator and Grievance Procedures for the Lordsburg Municipal Schools**

**1. The Superintendent shall:**

- a. designate an administrator within the school district to act as the district's Title IX Coordinator;**
- b. ensure that the Title IX Coordinator has sufficient authority to continuously evaluate the school district's compliance with Title IX, conduct necessary investigations and issue reports regarding the school district's compliance with Title IX, and ensure that he or she has sufficient authority and the necessary procedures to investigate and report on all written complaints of alleged violations of Title IX or the school district's policies regarding Title IX;**
- c. promulgate grievance procedures that allow any student or employee of the Lordsburg Schools who believes he or she has been discriminated against, denied a benefit, or excluded from participation in any district education program or activity on the basis of sex in violation of the policy or Title IX, to file a written complaint with the Title IX Coordinator;**
- d. ensure that the grievance procedures provide for investigation and review of all written complaints by the Title IX Coordinator and that the procedures also provide for notice and an opportunity for hearing on all written complaints by the creation of a hearing committee to hear matters unresolved by the Title IX Coordinator; and**
- e. ensure that the grievance procedures provide for a final appeal on all unresolved matters to the Board of Education.**