

About Title IX

Title IX of the Educational Amendments of 1972 is the landmark legislation that bans sex discrimination in schools, whether it be in academics or athletics. Title IX states:

“No person in the U.S. shall, on the basis of sex be excluded from participation in, or denied the benefits of, or be subjected to discrimination under any educational program or activity receiving federal aid.”

Nondiscrimination Statement

The Monte Rio Union School District (MRUSD) is committed to ensuring equal, fair, and meaningful access to employment and educational services. The District does not discriminate in any employment practice, educational program, or educational activity on the basis and/or association with a person or group with one or more of these actual or perceived characteristics of age, ancestry, color, disability, ethnicity, gender, gender identity or expression, genetic information, marital status, medical condition, national origin, political affiliation, pregnancy, and related conditions, race, religion, retaliation, sex (including sexual harassment), sexual orientation, Vietnam Era Veterans' status, or any other basis prohibited by California state and federal nondiscrimination laws respectively. Not all bases of discrimination shall apply to both educational services and employment. The Office of Equal Opportunity is charged with overseeing, leading, and directing the MRUSD's efforts to meet the legal obligations set forth in state and federal civil rights laws and regulations in MRUSD employment and delivery of educational services. Inquiries regarding nondiscrimination and civil rights should be directed to Title IX Coordinators of the Monte Rio School District.

Notice of Student Nondiscrimination/Notice of Nondiscrimination

Monte Rio Union School District is committed to making schools free from unlawful discrimination and providing equal opportunities for all individuals in education. The district prohibits discriminatory practices whose purpose or effect has a negative impact on the student's academic performance, or of creating an intimidating, hostile or offensive educational environment. The district promotes programs that ensure that discriminatory practices are eliminated in all district activities. Any student who engages in discrimination of another student or anyone from the district may be subject to disciplinary action up to and including expulsion. Any employee who permits or engages in discrimination may be subject to disciplinary action up to and including dismissal. Any student or parent/guardian who believes that discrimination has occurred should immediately contact the principal for resolution at the site.

Student Sexual Harassment Policy

Monte Rio Union School District is committed to making the schools free from sexual harassment. This means that the district prohibits harassment made by someone from or in the educational setting. Sexual harassment can be such actions as unwelcome sexual advances; requests for sexual favors; or verbal, visual, or physical conduct of a sexual nature made by someone from or in the educational setting. The district prohibits conduct that has the purpose or effect of having a negative impact on the student's academic performance, or of creating an intimidating, hostile, or offensive educational environment. The district further prohibits sexual

harassment in which a student's grades, benefits, services, honors, program or activities are dependent on submission to such conduct.

How to File a Discrimination, Bullying or Harassment Complaint

The district believes discrimination, harassment, and bullying issues may be resolved at the school site. As such, students, parents/guardians should report any act of discrimination, harassment, or bullying by a student, staff member or third party to the site principal. Once a complaint is made to the site principal, the following actions will occur:

The responsible school official will conduct a prompt, thorough and impartial investigation into the complaint, and acknowledge receipt of the complaint within 10 working days and attempt to resolve the matter informally with the complainant.

When sexual harassment is reported, interim steps will be taken to stop harassment and protect the victim from further harassment pending outcome of the complaint.

At any time during the complaint process students, parent/guardian, and/or staff member may contact the Title IX Coordinator to file a complaint directly with the district. A student, parent, or staff member is not required to attempt resolution through the school site before contacting the District Title IX Coordinator.

Filing a Uniform Complaint. At any time during the informal resolution process, students or parent/guardians may file a Uniform Complaint Form that can be obtained from the school site and/or District Office divisions – Instructional Support Services or Personnel Support Services. The Uniform Complaint should be filed with the school site principal.

District Office address:

Monte Rio School
20700 Foothill Dr.
Monte Rio Ca, 95462

Investigation.

Monte Rio Union School District will immediately undertake an effective, thorough, and objective investigation of the allegations and provide a written summary that shall serve as a closeout letter to the original complaint. The report will include a summary of the facts, a decision on the complaint, reason for the decision and corrective actions that have or will be taken, including remedies for the victim. The complainant has the right to present witnesses and evidence as well throughout this process.

Action

If the district determines that its policies prohibiting discrimination, harassment, or bullying has been violated, disciplinary action, up to and including expulsion and/or dismissal will be taken. Remedies will also be provided to the victim and remedial action(s) will be required of the school site.

Remedial actions will be taken that are designed to end the harassment, prevent its recurrence, and address its effects on the harassed student.

Follow up with the student and/or staff member will occur to ensure the harassment has stopped and that there is no retaliation.

The district prohibits retaliation against any participant in the complaint process including witnesses. A separate Uniform Complaint may be filed if retaliation occurs against any individual involved in the processing of discrimination, harassment, or bullying complaint. Each complaint shall be investigated promptly and in a way that respects the privacy of all parties concerned.

Student/Parent Complaints & Inquiries Contact

A student and/or parent who has a complaint of discrimination and/or sexual harassment should first contact the principal for resolution at the school site. If the complaint cannot be resolved, the designated individual at the Monte Rio Union School District for student/parent complaints and inquiries regarding Title IX is:

Principal Nate Myers
Title IX Coordinator
Monte Rio School
20700 Foothill Dr.
Monte Rio, Ca 95462
(707) 865-2266
nmyers@monteriousd.org

Staff Complaints & Inquiries Contact

A school staff member who has a complaint of discrimination and/or sexual harassment should first contact the principal for resolution at the school site. If the complaint cannot be resolved, the designated individual at the Monte Rio Union School District for complaints and inquiries regarding Title IX is:

Principal Nate Myers
Title IX Coordinator
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