

Complaint Process

- Take your verbal or written complaint to the school administrator. You have the right to a timely and informal resolution at the school site.
- If you are not satisfied with the school site resolution, you may file a written complaint appeal directly with Title IX Coordinator.
- At the initial meetings, the Title IX Coordinator shall explain the avenues for informal and formal action, provide a description of the complaint process.
- If you are not satisfied with the Title IX Coordinator response, you may appeal that decision by writing to or calling the Superintendent.
- Any party not satisfied with a decision made by the Superintendent may present his/her concerns to the Board. Any action taken by the Board shall be final.

Your complaint will be kept as confidential as possible. Retaliation against someone who files a complaint or participates in a complaint investigation is not permitted

Who can help you?

Your Principal

Or

Assistant Principal

Or

Call or Email:

District Office : 719-486-6800

Title IX Coordinator: Kathleen Fitzsimmons

kfitzsimmons@lakecountyschools.net

For more information visit the Lake County School District Website under Title IX tab

Web Site: www.lakecountyschools.net

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Educational Equity Compliance

Title IX and Nondiscrimination

Students Know Your Rights



**LAKE COUNTY
PANTHERS**

We are committed to developing and sustaining a school culture of respect, empowerment and compassion.

Title IX and Nondiscrimination refer to federal and state anti-discrimination laws that ensure equality in education

- Students have the right to equal learning opportunities in their schools.
- Students and employees may not be excluded from participation in, be denied the benefits of, or be subjected to harassment or other forms of discrimination on the basis of sex, sexual orientation, gender identity or gender expression in any program or activity.
- Students may not be required to take and/or may not be denied enrollment in a course because of their sex, sexual orientation, gender identity or gender expression.
- Students have the right to be evaluated and graded without regard to their sex, sexual orientation, gender identity or gender expression.
- Students must be provided counseling and guidance that is not discriminatory.
- Counselors may not urge students to enroll in particular classes or programs or activities based on sex, sexual orientation, gender identity or gender expression.
- Schools must offer female and male students equal opportunities to play sports.
- Equipment and supplies, game and practice schedules, budgets, coaching travel allowances, facilities, publicity, support services and tutoring offered to teams are to be equivalent between male and female teams.
- Pregnant and parenting students have the same right as any other student to continue in their regular school and in any program for which they qualify.

Sexual harassment of or by school employees or students is a form of discrimination and is therefore prohibited.

Schools must respond to allegations of sexual harassment once they are reported. Sexual harassment is:

- Unwelcome sexual conduct by other students or school employees that interferes with a student's right to get an education or to participate in school activities. Sexual harassment may be same-sex or opposite sex.
- Hostile or demeaning conduct targeting someone's sex, sexual orientation, gender identity, or gender expression.

Some examples of conduct that, if unwelcome, could constitute sexual harassment:

- Purposely bumping or hurting someone because of their sex, sexual orientation, gender identity or gender expression
- Pulling up, snapping, pulling down, or grabbing clothing.
- Blocking someone's movement, standing too close, or stalking someone.
- Unwanted hugging, kissing, touching, grabbing, or pinching.
- Pestering for dates.
- Spreading rumors or rating others.
- Making sexually suggestive sounds, whistles, or noises.
- Displaying/Sending pictures, posters, cartoons, drawings, or electronically-generated images/ messages of a sexual nature.
- Using insults, threats, slurs, or sexual jokes that target someone's sex, sexual orientation, gender identity or gender expression.
- Making obscene gestures or suggestive body movements that are sexual in nature.

You can make a difference!

- Do not harass. "I was only kidding," is not a defense for sexual harassment.
- Do not encourage harassment or stand by silently while someone else is being harassed. Having an audience encourages the harasser.
- If you are harassed, tell the harasser to stop. If the harassment continues, report it.
- If friends or classmates confide in you that they have been sexually harassed, encourage them to report it.

What can happen to those who commit sexual harassment? Disciplinary actions depend on the seriousness and frequency of the behavior. Consequences may include:

- Restorative Justice
- Disciplinary Conference
- In-School Suspension
- Class/Schedule Change
- Suspension
- Expulsion