As detailed in Board Policy 2260, any form of discrimination or harassment can be devastating to an individual's academic progress, social relationship and/or personal sense of self-worth.

Title IX of the Education Amendments of 1972 (Title IX) prohibits discrimination based on sex in education programs and activities in federally funded schools at all levels. If any part of a school district receives any Federal funds for any purpose, all of the operations of the district are covered by Title IX.

Title IX protects students, employees, applicants for admission and employment, and other persons from all forms of sex discrimination, including discrimination based on gender identity or failure to conform to stereotypical notions of masculinity or femininity. All students (as well as other persons) at recipient institutions are protected by Title IX—regardless of their sex, sexual orientation, gender identity, part or full-time status, disability, race, or national origin—in all aspects of a recipient’s educational programs and activities.

**Title IX Discrimination Investigation Process**

1. Incident or situation of discrimination observed or reported
2. Title IX Reporting Form completed by Complainant and submitted to administrator
3. Title IX investigation initiated by Title IX Coordinator and/or appointed investigator
4. Initial investigation report prepared and shared with Complainant, Respondent and Superintendent
5. Report of discrimination reviewed by District Title IX Coordinator
6. Title IX Coordinator informs Respondent of complaint
7. All parties have three (3) school days to provide written response

**If an allegation is deemed a violation of Title IX Non-Discrimination Law**

1. Resolution process initiated to address discrimination and identify correction action
2. Final report including corrective action provided to all parties
3. Follow-up scheduled with all parties for impact and effectiveness of resolution

**Resolution Process**

It is the intent of Cadillac Area Public Schools to immediately address any incidences of discrimination and seek to find adequate and appropriate resolution for parties impacted by discrimination.

In the event that adequate and appropriate resolution is not able to be provided and/or the Complainant does not feel actions have addressed and prevented further incidences, he/she may contact the Office of Civil Rights (OCR) at: 1-800-421-9481 or by email at ocr@ed.gov