

Title IX Policy
Region(s): ALL

Title IX of the Education Amendments of 1972 states, "No person ... shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance."

Rocketship Public Schools (Rocketship) is committed to providing a learning and working environment in which all individuals are treated with respect and dignity. Each student and employee has a right to learn and work in an environment that is free from unlawful discrimination. No Rocketship student or employee shall be excluded from participation in, be denied the benefits of, or be subject to discrimination on the basis of sex, sexual orientation, or gender in any Rocketship educational program or activity.

I. Equal Treatment of Students in Educational Programs and Activities

Under Title IX, Rocketship assures the equal treatment of students in educational programs and activities and specify that sex and gender equity shall be practiced in the following ways:

- Programs and Activities:
 - Students have the right to equal learning opportunities in their school.
 - Students 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, or gender in any program or activity.
- Course Accessibility and Instruction
 - Students may not be required to take and/or may not be denied enrollment in a course because of their sex, sexual orientation, or gender.
 - Instruction in all courses and classes must be co-educational.
 - Elementary and secondary units of instruction which deal exclusively with human sexuality may be conducted in separate sessions for boys and girls.
 - Students have the right to be evaluated and graded without regard to their sex, sexual orientation, or gender.
 - Instructional materials and textbooks shall not contain any matter reflecting adversely upon persons because of their sex, sexual orientation, or gender.
 - Instructional materials and textbooks shall accurately portray the cultural, racial, gender, and sexual diversity of our society.
 - Students shall be provided with counseling and guidance that is not discriminatory.
- Physical Education
 - All physical education classes must be co-educational.
 - Participation in a particular physical education activity or sport, if required of students of one sex, shall be available to students of each sex.
 - Instruction and testing in all physical education classes are to be co-educational.
 - Student grouping by ability is allowed. However, any grouping of students during physical education activities should be ongoing, flexible, and modified per unit activity and may not have a discriminatory impact.

- Students are to be assessed by objective standards of individual performance without regard to sex.
- Athletics
 - Schools shall offer all 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 shall provide comparable and equitable athletic opportunities for members of both sexes, without disparity or imbalance.
- Sexual Harassment
 - Sexual harassment of or by school employees or students is a form of sex and gender discrimination and is prohibited.
 - School personnel must respond to allegations of sexual harassment.
- Extra-Curricular Activities, Programs, and Clubs
 - Participation in all extra-curricular activities, programs, and student clubs shall be available to all students without regard to sex, sexual orientation, gender, ethnic group identification, race, ancestry, national origin, religion, color, or mental or physical disability.
 - All student clubs are to have equal access to facilities and a fair opportunity to meet.
 - No extra-curricular activity, program, or club is to be labeled or scheduled with the result of the separation of students on the basis of sex, sexual orientation, gender, ethnic group identification, race, ancestry, national origin, religion, color, and mental or physical disability.

Title IX does not apply to the following:

- YMCA, YWCA, Boy Scouts, Girl Scouts, Camp Fire Girls, and voluntary youth service organizations.
- Father-Son and Mother-Daughter activities-provided that comparable activities are offered for students of the other sex.

II. Title IX Coordinator

The role of the Title IX Coordinator is to respond to any complaints of sex discrimination and/or sexual harassment, as well as to provide support to schools to ensure compliance. Provisions should be made to facilitate the ability of non- and limited-English speaking students to access the Title IX Coordinator and file a complaint.

The Title IX Coordinator will communicate with and ensure that staff, students, and parents are informed of Rocketship's policy requiring the promotion of mutual respect and acceptance, as well as Rocketship policy regarding nondiscrimination and sexual harassment.

The Title IX Coordinator shall respond quickly to any complaints of sex discrimination and/or sexual harassment and take action to address the behavior, as well as provide support, information, and options to students regarding sex discrimination and/or sexual harassment. This may include providing assistance with the filing of a formal complaint in accordance with Section V below. The Title IX Coordinator will

refer any complaints about discrimination or sexual harassment involving an employee to the Vice President of Human Resources immediately.

The Title IX Coordinator is:

Rachel Heredia

compliance@rsed.org

III. Notification

Rocketship's Nondiscrimination Statement and Sexual Harassment Policy shall be provided to all Rocketship employees on an annual basis at the beginning of each school year.

All required nondiscrimination notices to students and parents are provided in the Parent/Student Handbook. All schools are required to distribute the Parent/Student Handbook to all students annually and to every student at the time of initial enrollment.

IV. Confidentiality and Non-retaliation

Complaints of discrimination and sexual harassment shall be handled in a confidential manner to respect the privacy of all parties to the fullest extent possible. Every effort shall be made to limit the distribution of information to those persons who need to know within the confines of Rocketship's reporting procedures and investigative process.

Rocketship will not tolerate retaliation against anyone for filing a complaint or participating in the complaint investigation process. These confidentiality and non-retaliation requirements extend to all parties involved.

V. Complaint Procedures

Informal Complaints

Informal resolutions of student discrimination and sexual harassment complaints should be addressed at the school site. Complainants are encouraged to discuss their concern or complaint promptly and candidly with their immediate supervisor, student's teacher, or the school principal. The complainant is not required to discuss his/her complaint with the alleged harasser or perpetrator in any manner or for any reason prior to initiating a formal complaint. The informal process should generally be bypassed if the complainant names a principal as a respondent or the complaint alleges school-wide discriminatory Practices. In those circumstances, the complainant may initiate a formal complaint.

Formal Complaints

Formal complaints of student discrimination and sexual harassment shall be handled in accordance with Rocketship's complaint policies.

Approved by Rocketship Education Board of Directors, Inc. 8/24/2017

Approved by Rocketship Education Board of Directors Wisconsin 9/12/2017

Approved by the Rocketship Education, D.C., Public Charter School, Inc. Board of Trustees 9/14/2017

Revised: 7/1/2019