



Title IX

No Woodward Leadership Academy employee or student shall be excluded from participation in, be denied the benefits of, or be subject to discrimination on the basis of actual or perceived sex, sexual orientation, gender, or gender identity or expression. Each employee and student has a right to learn and work in an environment that is free from unlawful discrimination. Title IX is a federal law that was passed in 1972 to ensure that male and female students and employees in educational settings are treated equally and fairly. It protects against discrimination based on sex (including sexual harassment). In addition, Title IX protects transgender students and students who do not conform to sex stereotypes. State law also prohibits discrimination based on gender (sex), gender expression, gender identity, and sexual orientation. The preamble to Title IX of the Education Amendments of 1972 states that:

“No person in the United States 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.”

Title IX requires that every school district or institution have a Title IX coordinator to whom concerns or complaints regarding sex discrimination can be made. Complaint Process

1. Students or parents/guardians should report their verbal or written Title IX complaint to the school administrator within six months from the date the incident occurred. Complainants have a right to a timely and informal resolution at the school site.
2. If the complainant is not satisfied with the school-site decision, the complainant may file a written complaint to WLA Title IX coordinator, Jacqueline Johnson.

3. If the complainant is not satisfied with the LEA's Title IX coordinator's decision, the complainant may file a Uniform Complaint Procedure (UCP) complaint form directly with a district administrator. This will begin the informal investigation process which must be completed within 60 days.

4. An appeal of the district administrator's findings may be made to WLA Board of Directors within 30 days of receiving the report.

5. An appeal of the WLA Board of Directors may be made to the California Department of Education - Office of Equal Opportunity.