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## **Agora Cyber Charter School**

### **Board of Trustees Policy**

#### **NONDISCRIMINATION IN SCHOOL AND CLASSROOM PRACTICES POLICY**

The Board of Trustees declares it to be the policy of the Agora Cyber Charter School ("Charter School") to provide an equal opportunity for all students to achieve their maximum potential through the programs offered in Charter School regardless of race, color, age, religion, sex, sexual orientation, ancestry, national origin, marital status, pregnancy or handicap/disability or any other class protected by applicable federal or state laws.

The Charter School shall provide to all students, without discrimination, course offerings, counseling, assistance, employment, athletics, and extracurricular activities. The equitable distribution of the Charter School resources is one means the Charter School shall use to ensure all students receive a quality education. The Charter School shall make reasonable accommodations for identified physical and mental impairments that constitute handicaps and disabilities, consistent with the requirements of federal and state laws and regulations.

In order to achieve this purpose, the Board directs the Chief Executive Officer ("CEO") to appoint a Title IX Compliance Officer to assume the responsibility of coordinating all compliance activities.

It shall be the duty of the Title IX Compliance Officer to monitor the implementation of nondiscrimination procedures in the following areas:

1. Curriculum and Materials - Review of curriculum guides, textbooks and supplemental materials for discriminatory bias.

2. Training - Provision of training for students and staff to identify and alleviate problems of discrimination.
3. Student Access - Review of programs, activities and practices to ensure that all students have equal access and are not segregated except when permissible by law or regulation.
4. Support - Assurance that like aspects of the school program receive like support as to staffing and compensation, facilities, equipment, and related areas.
5. Student Evaluation - Review of tests, procedures, and guidance and counseling materials for stereotyping and discrimination.

The CEO or Title IX Compliance Officer shall be responsible to complete the following duties when receiving a complaint of discrimination:

1. Inform the student or third party of the right to file a complaint and the complaint procedure.
2. Inform the complainant that s/he may be accompanied by a parent/ guardian during all steps of the complaint procedure.
3. Notify the complainant and the accused of the progress at appropriate stages of the procedure.
4. Refer the complainant to the Compliance Officer if the building principal is the subject of the complaint

**See Title IX Policy for further details.**

It shall be the duty of the Title IX Compliance Officer, CEO and Administrators to ensure that:

- a. All employees and students deal fairly and courteously with one another to ensure an educational environment free of intimidation and harassment. Ethnic, racist or sexist slurs or other personal derogation are offensive and unacceptable behavior. Sexual harassment is also a form of unlawful and unacceptable sexual discrimination and includes unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature.
- b. Any employee or student who violates the policy against student harassment commits misconduct for which appropriate discipline may be imposed, up to and including termination for employees and expulsion for students.
- c. Any student who believes he/she has been subjected to unlawful discrimination or harassment or that he/she is subject to a racially or sexually hostile environment should make a complaint to his/her administrator.

The CEO shall report annually to the Board on progress made in the program for school and classroom practices.

**TO THE EXTENT THAT ANYTHING IN THIS POLICY COULD BE CONSTRUED TO CONFLICT WITH THE SCHOOL'S CHARTER OR APPLICABLE STATE AND/OR FEDERAL LAWS, THE APPLICABLE STATE AND/OR FEDERAL LAWS AND/OR CHARTER CONTROL.**

*References: Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681–1688; implementing regulations, 34 C.F.R. Part 106.*