



## **Title IX Notice & Nondiscrimination Policy**

AJHAE prohibits discrimination on the basis of sex in accordance with Title IX of the Education Amendments of 1972 and all applicable federal and Ohio laws and regulations.

This policy applies to students, employees, applicants, volunteers, vendors, visitors, and participants in school-sponsored programs and activities.

## **Equal Access & Educational Opportunities**

AJHAE provides equal access to educational programs, activities, athletics, extracurricular opportunities, employment opportunities, and school-sponsored events regardless of sex.

The school does not discriminate on the basis of:

- Sex
- Gender
- Gender identity
- Sexual orientation
- Pregnancy or related conditions
- Sexual stereotypes
- Any other protected classification under applicable law

## **Prohibited Conduct**

AJHAE prohibits conduct that may violate Title IX, including:

- Sex discrimination
- Sexual harassment
- Sexual assault
- Dating violence
- Domestic violence
- Stalking
- Gender-based harassment
- Retaliation against individuals reporting concerns or participating in investigations

Such conduct is prohibited in all school programs, activities, and operations, including conduct occurring through electronic communication or online platforms when applicable.

## **Reporting Concerns**

Students, parents, guardians, employees, or community members who believe they have experienced or witnessed sex discrimination, harassment, or other conduct prohibited under Title IX are encouraged to report concerns promptly.

Reports may be made verbally or in writing to school administration or the Title IX Coordinator.

AJHAE will respond to reports in accordance with applicable laws, regulations, school procedures, and due process requirements.

### **Supportive Measures**

When appropriate, AJHAE may provide supportive measures designed to protect individuals and maintain access to educational programs and activities.

Supportive measures may include:

- Schedule adjustments;
- Counseling referrals;
- Academic support;
- Increased supervision;
- No-contact directives;
- Safety planning;
- Other appropriate supportive services.

Supportive measures are provided when reasonably available and appropriate under the circumstances.

### **Investigation Procedures**

Reports of Title IX-related concerns will be reviewed promptly and fairly.

The school may:

- Conduct an initial assessment;
- Implement supportive measures;
- Conduct investigations when required;
- Interview involved parties and witnesses;
- Review available evidence;
- Take appropriate corrective action when warranted.

AJHAE will make reasonable efforts to ensure fair, equitable, and impartial procedures consistent with applicable Title IX regulations.

### **Retaliation Prohibited**

AJHAE prohibits retaliation against any individual who:

- Reports suspected discrimination or harassment;
- Participates in an investigation;
- Assists with a complaint process;
- Exercises rights protected under Title IX.

Retaliation concerns should be reported immediately.

## **Confidentiality & Privacy**

AJHAE respects the privacy of individuals involved in Title IX matters and will make reasonable efforts to maintain confidentiality in accordance with applicable laws and school procedures.

Information will be shared only with individuals who have a legitimate educational or legal need to know.

## **Training & Prevention**

AJHAE may provide training, education, and prevention efforts related to:

- Title IX rights and responsibilities;
- Harassment prevention;
- Student safety;
- Reporting procedures;
- Appropriate conduct expectations.

## **Compliance with Federal & State Laws**

AJHAE complies with:

- Title IX of the Education Amendments of 1972;
- Title VI of the Civil Rights Act;
- Section 504 of the Rehabilitation Act;
- Americans with Disabilities Act (ADA);
- Ohio Revised Code (ORC);
- Ohio Administrative Code (OAC);
- Ohio Department of Education and Workforce (ODEW) requirements;
- Applicable community school sponsor standards and requirements.

## **Title IX Coordinator**

Questions, concerns, or reports regarding Title IX may be directed to the school's Title IX Coordinator.

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