

The Renaissance Charter School 2 Title IX Policy

Title IX of the Education Amendments Act of 1972 and its implementing regulations (Title IX) prohibit discrimination on the basis of sex in any education program or activity operated by an entity that receives federal financial assistance. As required by Title IX, the Renaissance Charter School 2 (TRCS 2) does not discriminate on the basis of sex in its education programs and activities or when making employment decisions. TRCS 2 will promptly respond to reports of sexual harassment, ensure that all investigations are conducted within a reasonably prompt time frame and under a predictable fair grievance process that provides due process protections to complainants and respondents, and impose sanctions and implement remedies when warranted.

TRCS 2 shall investigate any allegation of a violation of Title IX, including but not limited to any complaint of sexual harassment or sexual assault as those terms are defined in Title IX, 20 U.S.C. § 1681 et. seq. and implementing regulations.

If contacted by a person alleging sexual harassment or sexual assault under Title IX, TRCS 2 will explain the process for filing a formal complaint, which initiates an investigation into the Title IX sexual harassment allegations. If any TRCS 2 employee is notified of alleged sexual harassment, they must inform TRCS 2 Human Resources Department. The formal complaint investigation and process will only be triggered when the complainant files a formal complaint of sexual harassment under Title IX. In such instances, TRCS 2 will investigate the complaint and make determinations regarding a complaint's allegations using a preponderance of evidence standard and under the standards and requirements as set forth in 20 U.S.C. § 1681 et. seq., including informal resolution and appeal processes where applicable and appropriate.