The following is information regarding your rights and Charter School's responsibilities regarding Title IX:

Title IX Coordinator Contact Information

All complaints and reports of conduct that may constitute sex discrimination including sex-based harassment should be submitted to our Title IX Coordinator, who can be reached at:

Annette Dennett
Board of Directors President
adennett@francophoneschool.org
2365 Coolidge Avenue Oakland, CA 94601
510-746-0700

Confidential Employees

Kailly Chai
Director of Operations
kchai@francophoneschool.org
510-746-0700

A confidential employee's status as confidential, for Title IX purposes, is only with respect to information received while the employee is functioning within the scope of their duties to which privilege or confidentiality applies or with respect to information received about sex discrimination in connection with providing services to persons related to sex discrimination.

What is Title IX?

Title IX (20 U.S.C. § 1681 *et seq*.; 34 C.F.R. Part 106) states, "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. . ." In accordance with Title IX and California state law, Francophone Charter School ("Charter School") does not discriminate on the basis of sex in its education program or activities, including employment and admissions.

Your Rights and Responsibilities Under Title IX

(a) You have the right to fair and equitable treatment, and you shall not be discriminated against based on your sex.

(b) You have the right to be provided with an equitable opportunity to participate in all academic extracurricular activities and athletics offered by Charter School.

(c) You have the right to inquire of the athletic director or other appropriate Charter School administrator as to the athletic opportunities offered by Charter School, if any.
(d) You have the right to apply for athletic scholarships.

(e) You have the right to receive equitable treatment and benefits in the provision of all of the following:

- Equipment and supplies.
- Scheduling of games and practices.
- Transportation and daily allowances.
- Access to tutoring.
- Coaching.
- Locker rooms.
- Practice and competitive facilities.
- Medical and training facilities and services.
- Publicity.

(f) You have the right to have access to a gender equity coordinator to answer questions regarding gender equity laws. The gender equity officer is the Title IX Coordinator. Inquiries about the application of Title IX and 34 C.F.R. Part 106 to Charter School may be referred to the Title IX Coordinator, to the Office for Civil Rights of the U.S. Department of Education ("OCR"), or both.

(g) You have the right to contact the California Department of Education ("CDE") and the California Interscholastic Federation ("CIF") to access information on gender equity laws.

(h) You have the right to file a confidential discrimination complaint with OCR or CDE if you believe you have been discriminated against or if you believe you have received unequal treatment on the basis of your sex. See below for more information regarding how to file a complaint.

(i) You have the right to pursue civil remedies if you have been discriminated against. (j) You

have the right to be protected against retaliation if you file a discrimination complaint.

(k) You can find out more information regarding your rights, Charter School's responsibilities, and access information on gender equity laws from the following resources:

- CIF: http://www.cifstate.org/governance/equity/index
- CDE, Office for Equal Opportunity: https://www.cde.ca.gov/re/di/or/oeo.asp
- CDE, Gender Equity/Title IX: https://www.cde.ca.gov/re/di/eo/genequitytitleix.asp
- OCR: https://www2.ed.gov/about/offices/list/ocr/frontpage/pro-students/sex-pr.html

Statewide Resources for Youth Subjected to Discrimination or Harassment

You can find a list of community-based organizations that provide support to youth, and their families, who have been subjected to school-based discrimination, harassment, intimidation, or bullying at: https://www.cde.ca.gov/re/di/eo/

Definition of Discrimination and Harassment Based on Sex Under Ed. Code Section 230

Harassment and other discrimination on the basis of sex include, but are not limited to, the following practices:

(a) On the basis of sex, exclusion of a person or persons from participation in, denial of the benefits of, or subjection to harassment or other discrimination in, any academic, extracurricular, research, occupational training, or other program or activity.

(b) On the basis of sex, provision of different amounts or types of student financial aid, limitation of eligibility for student financial aid, or the application of different criteria to applicants for student financial aid or for participation in the provision of student financial aid by others.

(c) On the basis of sex, exclusion from participation in, or denial of equivalent opportunity in, athletic programs. "Equivalent" means equal or equal in effect.

(d) On the basis of sex, harassment or other discrimination among persons, including, but not limited to, students and nonstudents, or academic and nonacademic personnel, in employment and the conditions thereof, except as it relates to a bona fide occupational qualification.

(e) On the basis of sex, the application of any rule concerning the actual or potential parental, family, or marital status of a person, or the exclusion of any person from any program or activity or employment because of pregnancy or related conditions.

How to File a Complaint Under Title IX

(a) You can find more information regarding how to file a complaint as follows:

- OCR websites:
  - https://www2.ed.gov/about/offices/list/ocr/docs/howto.html?src=rt
  - https://www2.ed.gov/about/offices/list/ocr/complaintintro.html
  - https://ocrcas.ed.gov/welcome-to-the-ocr-complaint-assessment-system
- CDE website: https://www.cde.ca.gov/re/di/eo/genequitytitleix.asp
- Charter School's Uniform Complaint Procedures ("UCP"), Title IX Policy Prohibiting Discrimination on the Basis of Sex, and Harassment, Intimidation, Discrimination, and Bullying Policy. Please see the main office or the Charter School website for a complete copy of these policies. A link to the Charter School Title IX Policy Prohibiting Discrimination on the Basis of Sex, which includes the specific rules and procedures for reporting sex discrimination and sex-based harassment occurring within Charter School's

education program or activities and for pursuing available remedies, can be found here: FRANCOPHONE CHARTER SCHOOL OF OAKLAND (francophoneschool.org)

(b) A complaint regarding discrimination or harassment based on sex must ordinarily be filed with the OCR within 180 days of the last act of discrimination. If your complaint involves matters that occurred longer than this and you are requesting a waiver, you will be asked to show good cause why you did not file your complaint within the 180-day period. If you have questions about your situation, you can contact the California branch of OCR at the address listed below. A complaint filed with Charter School under our UCP alleging unlawful discrimination, harassment, intimidation or bullying must be initiated no later than six (6) months from the date when the alleged unlawful discrimination, harassment, intimidation or bullying occurred, or six (6) months from the date when the complainant first obtained knowledge of the facts of the alleged unlawful discrimination, harassment, intimidation or bullying.

(c) OCR has its own policies and procedures for investigating complaints. Please review the above link for more information about this process. A complaint filed with Charter School under our UCP or Title IX Policy Prohibiting Discrimination on the Basis of Sex will be investigated in compliance with those policies, as applicable.

(d) There are a variety of ways to file your complaint. You can use the OCR electronic complaint form filed directly through their website; or mail, email, or send by facsimile your own letter or a completed copy of the OCR Discrimination Complaint Form.

- The electronic complaint form is available at https://www2.ed.gov/about/offices/list/ocr/complaintintro.html
- You can send a completed version of this form or your own letter via email, facsimile, or regular mail to the following addresses:

Office for Civil Rights
U.S. Department of Education
400 Maryland Avenue SW
Washington, D.C. 20202

Telephone: 800-421-3481
FAX: 202-453-6012; TDD: 800-877-8339
Email: ocr@ed.gov

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San Francisco Office
Office for Civil Rights
U.S. Department of Education
50 United Nations Plaza
Mail Box 1200, Room 1545
San Francisco, CA 94102

Telephone: 415-486-5555
FAX: 415-486-5570; TDD: 800-877-8339
Email: ocr.sanfrancisco@ed.gov

To file a UCP or complaint under our Title IX Policy Prohibiting Discrimination on the Basis of Sex directly with Charter School, please follow procedures set forth in those policies.

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