

CAPITAL AREA SCHOOL FOR THE ARTS

Board of Trustees Policy

103.2 TITLE IX POLICY

Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 *et seq.*, protects students from discrimination based on sex in educational programs or activities that receive Federal financial assistance. Title IX states that:

No person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any academic, extracurricular, research, occupational training, or other education program or activity operated by a recipient, which receives Federal financial assistance.

This policy reaffirms the commitment of the Capital Area School for the Arts (CASA) Charter School ("Charter School") to comply with Title IX. This policy covers student on student as well as employee on student sexual harassment.

For purposes of this policy, "sex" shall be inclusive of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity; and will provide an educational environment free from discrimination on the basis of sex.

The School does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX and its regulations, including in admission, and employment.

The following people have a right to make a complaint of sex discrimination, including complaints of sex-based harassment, requesting that the School investigate and make a determination about alleged discrimination under Title IX:

1. A "complainant," which includes: a student or employee of the School who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX; or a person other than a student or employee of the School who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX at a time when that individual was participating or attempting to participate in the School's education program or activity;

2. A parent, guardian, or other authorized legal representative with the legal right to act on behalf of a complainant; or
3. The School's Title IX Coordinator.

Inquiries about Title IX may be referred to the School's Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights, or both.

The School's Title IX Coordinator is the Chief Executive Officer who can be reached at 150 Strawberry Square, Harrisburg PA, 17101; (717) 732-8450; casa-ceo@casa-arts.org.

The School's nondiscrimination policy and grievance procedures can be located at <https://www.casa-arts.org/board-meeting-policies>.

To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX, please refer to <https://www.casa-arts.org/board-meeting-policies>.

CONCLUSION

If any section of this procedure is declared invalid, the remaining sections shall remain valid and unaffected.

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.

ADOPTED this 21st day of October, 2024

President

Secretary