

Statement of Non-Discriminations:

The Montessori School of the Tetons, Inc. Prohibits discrimination, harassment, intimidation, and bullying based on actual or perceived ancestry, religious belief, economic or social class, family structure, age, color, disability, gender, gender identity, gender expression, nationality, national origin, race or ethnicity, ethnic group identification, religion, marital or parental statuses, sex, sexual orientation, or association with a person or group with one or more of these actual or perceived characteristics.

Title IX Compliance

Title IX is a federal law, passed in 1972, to ensure male and female students and employees in educational setting are treated equally and fairly. It protects against discrimination based on sex, including sexual harassment. In addition, Title IX protects transgender students and students who do not conform to sex stereotypes. The Preamble to Title IX of the Education Amendments of 1972 states that: "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.

Compliance Officer: The Montessori school of the Tetons, Inc. designates the Owner, Dee Buckstaff, as the compliance officer responsible for coordinating efforts to comply with applicable state and federal civil rights laws, including Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act, and the Age Discrimination Act of 1975, and to answer inquiries regarding the school's nondiscrimination policies.

Students Rights:

The following list of rights, based on the relevant provisions of the federal regulations implementing Title IX of the Education Amendments of 1972

You have the right :

- to fair and equitable treatment and shall not be discriminated against based on your sex
- to be provided with an equitable opportunity to participate in all academic and extracurricular activities
- to receive equitable treatment and benefits in the provision of all of the following- equipment and supplies, transportation and daily allowances, and any other benefits provided to all children at the school
- to have access to the coordinator to answer questions about gender equity
- to contact the State Department of Education to access information on gender equity laws
- to file a confidential discrimination complaint with the United States Office of Civil Rights or the State Department of Education if you believe you have been discriminated against or if you believe you have received unequal treatment on the basis of your sex.
- To pursue civil remedies if you have been discriminated against
- To be protected against retaliation if you file a discrimination complaint.

School Responsibility:

Title IX of the Education Amendments of 1972 prohibits discrimination based on sex in education programs and activities in federally funded institutions. All programs and activities must be operated in a nondiscriminatory manner. Some key issue areas addressed by Title IX include athletics, sexual misconduct, including sexual harassment and sexual violence, pregnant and parenting students and staff, off-campus activities, admission and employment. Education institutions must protect against discrimination in these areas and protect against retaliation against any person opposing an unlawful educational practice or policy, or making charges, testifying or participating in any complain action under Title IX.

Statute of Limitations

A complaint alleging unlawful discrimination or retaliation must be filed no later than six months from the date the discrimination or retaliation occurred or six months from when the complainant first learned of the unlawful discriminations. The designee may extend this timeline by up to 90 days for good cause, upon written request by the complainant setting for the reasons for the extension. If you believe your complaint may be outside this time requirement but want to explore other options, please contact the Title IX Coordinator.

How to File a Title IX Complaint

Individuals who have been a subject of discrimination prohibited under Title IX may file a complaint with the owner of the school as well as the Office of Civil Rights. If a crime is involved, individuals may also file a report with the local police department.

School Complaint: The complaint should be presented to the compliance officer. All complaints must be filed in writing and signed by the complainant. If the complainant is unable to put a complaint in writing, help may be found by asking the owner of the school. The complaint must be filed in a timely manner as discussed above.

Office of Civil Rights Complaint:

For more information regarding filing a complaint with the Office of Civil Rights, please see <https://www2.ed.gov/about/offices/list/ocr/complaintintro.html>. The Office of Civil Rights requires the complaint be filed within 180 calendar days after the discriminations. Please contact OCR or visit the website referenced above for any questions or concerns.

Police Report:

To file a police report, please contact the Town of Jackson Police Department.

Investigative Procedures:

Complaints filed will be investigated and a decision made within 14 days unless there is an agreement to an extension. The compliance officer may informally discuss the possibility of mediation with the parties to the complaint. If mediation is not agreed to, or does not resolve the complaint, the compliance officer will proceed with an investigation of the complaint. The compliance officer or designee will interview alleged victims, alleged offenders, and relevant

witnesses. The compliance officer may review available records, statements or notes related to the complaint, including evidence or information received from the parties during the investigation. The compliance officer may visit reasonably accessible locations where discrimination is alleged to have occurred.

Process for initiating and responding to complaints:

Within 14 days of receipt of the complaint, the compliance officer will prepare and send a final written decision to the complainant and respondent. If the compliance officer finds a complaint has merit, the owner will take appropriate corrective action.

The complainant or respondent may ask for a meeting with the owner to discuss the decision.

Complaints may also be filed with the United States Department of Education, Office for Civil Rights, within 180 days of the alleged discrimination. For Office for Civil Rights contact information, please visit <https://www2.ed.gov/about/offices/list/ocr/complaintintro.html>.