



**NEW
SCHOOL**
SAN FRANCISCO

Gender Equity/Title IX

It is the policy of the State of California that all persons, regardless of their gender, should enjoy freedom from discrimination of any kind in the educational institution of the state. The laws found in the [California Education Code 221.5-231.5](#) are collectively known as the Sex Equity in Education Act. These laws expand upon gender equity and Title IX laws which provide guidance to California's education system. As our own Local Educational Agency (LEA), New School SF is responsible for following the laws in addition to Title IX requirements.

Title IX:

Title IX is a federal law that was passed in 1972 to ensure that male and female students and employees in educational settings 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 gender stereotypes. State law also prohibits discrimination based on gender (sex), gender expression, gender identity, and sexual orientation. 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."

Definition of Sexual Harassment

Sexual harassment includes verbal, visual or physical conduct of a sexual nature which may have a negative impact upon the victim's academic or work performance or creates an intimidating, hostile, or offensive educational/work environment.

Specific examples of sexual harassment

Sexual harassment may include, but is not limited to:

- Making comments or jokes about a student's body
- Online or text message sharing of pictures or videos of a sexual nature
- Insults about a student's dating, romantic, or sexual history
- Writing notes, letters, or graffiti that are sexually explicit
- Making obscene gestures or suggestive body movements that are sexual in nature.
- Unwanted hugging, kissing, or other forms of unwanted sexual contact
- Touching an intimate part of another person's body without consent
- Dating Violence
- Sexual assault

Title IX Student Rights:

- Students have the right to equal learning opportunities in their schools.

- Students and employees may not be excluded from participation in, be denied the benefits of, or be subjected to harassment or other forms of discrimination on the basis of sex, sexual orientation, gender identity or gender expression in any program or activity.
- Students may not be required to take and/or may not be denied enrollment in a course because of their sex, sexual orientation, gender identity or gender expression.
- Students have the right to be evaluated and graded without regard to their sex, sexual orientation, gender identity or gender expression.
- Students must be provided counseling and guidance that is not discriminatory
- Counselors may not urge students to enroll in particular classes or programs or activities based on sex, sexual orientation, gender identity or gender expression.
- Schools must offer female and male students equal opportunities to play sports.
- Equipment and supplies, game and practice schedules, budgets, coaching travel allowances, facilities, publicity, support services and tutoring offered to teams are to be equivalent between male and female teams.
- Pregnant and parenting students have the same right as any other student to continue in their regular school and in any program for which they qualify.
- Students have the right to call the police.

Who Is Covered Under Title IX?

- Harassment by students
- Harassment by administrators/teachers/staff
- Harassment by volunteers or school visitors

District Title IX Coordinators

<u>School Site</u>	<u>State</u>
Emily Bobel Kilduff Head of School & Title IX Coordinator 655 De Haro Street San Francisco, CA 94107 Phone: 415-401-8489 Email: emily@newschoolsf.org	Sharon Felix-Campos, Director Civil Rights, Title IX, ADA/504, MOA Coordinator Office of Equal Opportunity 1430 N Street, Room 4206 Sacramento, CA 95814 Phone: 916-445-9174 oeoinfo@cde.ca.gov

Complaint Process

Take your verbal or [written complaint](#) to the school administrator or Title IX School Site Coordinator within six months from the date the incident occurred or from the date you first obtained knowledge of the facts of the alleged discrimination. You have the right to a timely resolution at your school site.

If you are not satisfied with the school site resolution, you may file a [written complaint \(Uniform Complaint\)](#) within 6 months to the Board of Directors. Investigation will happen within 60 days. If you are not satisfied with the Board's response, you may appeal the decision the California Department of Education's Education Equity, UCP Appeals. (1430 N Street, 5th Floor, Sacramento, CA 95814). You may also file a complaint with the Office for Civil Rights (OCR) at any time by contacting: U.S. Department of Education, Office for Civil Rights 50 United Nations Plaza, San Francisco, CA 94102 or (415) 486-5555.