



Title IX Training & Your Reporting Requirements

NOTE: iQLA's Title IX training requires all staff members to read through the contents of this page. This training must be completed annually before the first day of school, or within one week of hire. It will not be considered complete until you submit the Title IX Training Confirmation Survey at the end of the page.

What is Title IX?

Title IX of the Education Amendments of 1972 ("Title IX") is a federal law that prohibits sex-based discrimination and sex-based harassment in all educational programs and activities that receive federal financial assistance. 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 educational program or activity operated by California Virtual Academies. Title IX protects all participants in iQLA's educational programs and activities, including students, parents, employees, and job applicants. iQLA does not discriminate on the basis of sex. Discrimination on the basis of sex can include sex-based harassment, sexual violence, sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity.

In addition to Title IX, the California Education Code prohibits discrimination on the basis of sex in schools. (California Education Code §§ 220-221.1.) Other state and federal laws also prohibit discrimination and ensure equality in education.

In plainer terms, Title IX requires schools to take steps to prevent and remedy two forms of sex-based harassment: sexual harassment (including sexual violence) and gender-based harassment.

Sexual harassment is unwelcome conduct of a sexual nature. It includes unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature. Sexual violence is a form of sexual harassment. Sexual violence, as the Office of Civil Rights (OCR) uses the term, refers to physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. A number of different acts fall into the category of sexual violence, including rape, sexual assault, sexual battery, sexual abuse, and sexual coercion.

Title IX also prohibits gender-based harassment, which is unwelcome conduct based on a person's sex, or harassing conduct based on a person's failure to conform to sex/gender stereotypes.

Additionally, Title IX prohibits a school from discriminating against a student, staff member, or applicant, based on that person's pregnancy or pregnancy-related conditions, including childbirth, false pregnancy, termination of pregnancy, recovery from any of these conditions, lactation, and other related medical conditions. Title IX also prohibits a school from applying any rule related to a person's parental, family, or marital status that treats that person differently based on their sex.

Retaliatory acts, which may include giving students failing grades, preventing students or staff members from participating in school activities, and threatening expulsion or other retaliatory action against any individual who exercises his or her

rights under Title IX, are considered to be discrimination and are unlawful violations of Title IX. Recipients of federal funds are prohibited from intimidating, threatening, coercing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by Title IX.

Sex-based harassment can be carried out by school employees, other students, and third parties. Anyone can experience sex-based harassment, regardless of gender or gender identification or expression; and regardless of disability status, race, religion, national origin, and age. Title IX protects all program participants from sex-based harassment in an educational program, regardless of the sex of the parties, including when they are members of the same sex/gender.

Rights Under Title IX

All participants in iQLA's educational programs and activities are entitled to the following rights and protections (California Education Code § 221.8.):

- The right to fair and equitable treatment. Participants shall not be discriminated against based on their sex.
- The right to be provided with an equitable opportunity to participate in all academic extracurricular activities.
- The right to have access to a sex/gender equity coordinator, referred to as the Title IX Coordinator (find contact information below), to answer questions regarding sex/gender equity laws; for pregnant students or staff to receive support; or to file a complaint of sex-based bullying, harassment, or discrimination.
- The right to contact the State Department of Education to access information on sex/gender equity laws.
- The right to file a confidential discrimination complaint with the United States Department of Education Office for Civil Rights or the California Department of Education for any individuals who believe they have been

discriminated against or who believe they have received unequal treatment on the basis of their sex.

- The right to pursue civil remedies for individuals who have been discriminated against.
- The right to be protected against retaliation when filing a discrimination complaint.

iQLA's Responsibilities

iQLA employees have an individual and collective responsibility to respond promptly and effectively to sex-based discrimination, including sex-based harassment and sexual violence. If any person employed by iQLA knows or reasonably should know about an incident of sex-based discrimination, harassment, or bullying, the incident must be reported to the Title IX Coordinator within a maximum of three (3) days. Following the incident report, iQLA must take action to eliminate the sex discrimination, prevent its recurrence, and address its effects. iQLA must resolve complaints of sex discrimination promptly and equitably. Information on filing a complaint alleging sex-based discrimination is below, including contact information for iQLA's Title IX Coordinator. You can review the Title IX Grievance Policy on the iQLA Website: <https://iqacademyca.k12.com/title-ix-non-discrimination-notice/>. For more information specific to anti-discrimination in iQLA employment, please contact the Title IX Coordinator or email HR@caliva.org.

Individual Employee Responsibilities

Sex-based harassment creates a hostile environment if the conduct is sufficiently serious that it denies or limits a person's ability to participate in or benefit from the school's program. When a school knows or reasonably should know of potential

sex-based harassment, it must take immediate and appropriate steps to investigate or otherwise determine what occurred. If an investigation reveals that the harassment created a hostile environment, the school must take prompt and effective steps reasonably calculated to end the harassment, eliminate the hostile environment, prevent its recurrence, and, as appropriate, remedy its effects.

To better understand your rights and responsibilities under Title IX, all iQLA employees must review this training annually, *before* the first day of school or within 1 week of your start date for new employees hired after the first day of school. In addition, be familiar with and complete the following steps:

1. Identifying Sex-Based Harassment *In its 2024 update to the Title IX Regulations, the US Department of Education has defined sex-based harassment as unwelcome sex-based conduct that, based on the totality of circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the education program or activity.*

2. Reporting Requirements *If you see or hear something - say something! If any school employee has reasonable suspicion or knowledge of conduct that may constitute sex-based discrimination or harassment in a iQLA program or school activity, they MUST promptly report that information (within 3 days of becoming aware of an incident). Reports must be submitted regardless of when the incident occurred or is believed to have occurred, even if it happened in a prior school year. Reports can be submitted to the Title IX Coordinator directly (contact information below). The reporting of suspected claims under Title IX is an additional requirement to your Mandated Reporter duties.*

3. Pregnancy Support *When a school staff member learns that a student is pregnant or has a pregnancy-related condition, the staff member must provide the student with the Title IX Coordinator's contact information (listed below), and they must inform the student that the Title IX Coordinator is available to help coordinate support, including individualized, reasonable modifications as needed to ensure equal access. DO NOT disclose private student medical information on behalf of the student. To protect student privacy, it is the student's choice whether to reach out for additional support or not.*

4. Policy Disclosure *Add the following disclaimer statement at the bottom of all school emails, as well as in any handbook, catalog, announcement, bulletin, or application form that is available to students, parents, staff members, and job applicants; or which are otherwise used in connection with the recruitment of students or employees.*

iQLA does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities; and provides equal access to educational programs and activities. As required by Title IX, iQLA prohibits sex discrimination in any education program or activity that it operates. The notice of nondiscrimination is located on [iQLA's school website](#). Individuals may report questions or concerns regarding sex-based discrimination to the Title IX Coordinator:

Erin Wiebe, Title IX Coordinator, 50 Moreland Road Simi Valley, CA 93065.

erwiebe@iqcala.com (323-813-5445)

Additionally, you may contact the Office of Civil Rights by calling 1-800-421-3481.

5. Training Certification *After reviewing this training information, complete the required Training Confirmation Survey at the following link:*

<https://tinyurl.com/iQTitleIXTraining>

For questions about anti-discrimination in iQLA Employment, please contact Human Resources at HR@caliva.org.

If you have additional questions or concerns about Title IX, please reach out to the Title IX Coordinator:

Erin Wiebe

50 Moreland Rd.

Simi Valley, CA 93065

(323)813-5445

Email: erwiebe@iqcala.org

You may also contact the Office of Civil Rights by calling 1-800-421-3481.

For more guidance on how to create a positive school climate and preventing sex-based discrimination, staff members are welcome to review the following optional training modules. *Note that these modules will not open in Firefox. Please use the Chrome, Edge, or Brave browsers instead.*

- Safe Place to Learn [Training Module 2: School Climate and Learning](#)
- Safe Place to Learn [Training Module 3: Developmentally Appropriate Strategies to Prevent, Intercede, and Respond](#)