

# Anti-Harassment / Nondiscrimination / Title IX

## **What is Title IX?**

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational programs or activity receiving federal financial assistance.

-- From the preamble to Title IX of the Education Amendments of 1972

**Title IX of the Education Amendments of 1972 prohibits sex discrimination in educational programs and activities. All public and private schools, school districts, colleges and universities receiving federal funds must comply with Title IX.**

The regulations implementing Title IX are enforced by the U.S. Department of Education Office for Civil Rights and prohibit discrimination, exclusion, denial, limitation, or separation based on gender. Intended to end sex discrimination *in all areas* of education.

## **Board Policy 2266 – NONDISCRIMINATION ON THE BASIS OF SEX IN DISTRICT PROGRAMS OR ACTIVITIES**

The District does not discriminate on the basis of sex in its education program or activities, including admission and employment, and is required by Title IX and its implementing regulations not to discriminate in such a manner. Inquiries about the applicability of Title IX and its implementing regulations to the District may be referred to the District's Title IX Coordinator, to the Assistant Secretary for the U.S. Department of Education's Office for Civil Rights, or both.

The District's Policy and Procedures can be found at: [Board Policy 2266](#)

## **Reports and Complaints of Harassing Conduct**

The Board is committed to promptly and equitably resolving student and employee complaints alleging Sexual Harassment. Members of the School District community, (students and Board employees, as well as, Board members, agents, volunteers, contractors, and all other third parties) are encouraged to promptly report incidents of harassing conduct to an administrator, supervisor or other School District official so that the Board may address the conduct promptly. Any administrator, supervisor, or other District official who receives such a complaint shall promptly notify a District Title IX Coordinator. Complaints can be received in person, by mail, by telephone or by electronic mail.

## **Investigation and Complaint Procedure**

The District has adopted a grievance procedure to provide for the prompt and equitable resolution of student and employee complaints alleging any action that

would be prohibited by Title IX and its implementing regulations. This procedure describes how to report or file a complaint of sex discrimination, how to report or file a complaint of sexual harassment, and how the District will respond.

For a full description of the Solon Schools policy relating to sexual harassment, including both formal and informal complaint procedures, please visit [Board Policy 2266](#).

### **Salem City Schools Title IX Coordinators**

The following individuals have been designated to serve as the District's Title IX Coordinators. Such Coordinators are authorized to coordinate the District's efforts to comply with its responsibilities under Title IX.

Jamie Kemats  
Curriculum Director  
1226 E. State St.  
Salem, Ohio 44460

Todd McLaughlin  
Salem HS Principal  
1200 E. 6th St.  
Salem, Ohio 44460

330-332-0316

330-332-8905

[kematsj@salem.k12.oh.us](mailto:kematsj@salem.k12.oh.us)

[mclaughlint@salem.k12.oh.us](mailto:mclaughlint@salem.k12.oh.us)