

Exhibit 4119.12-E(1): Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures

Status: ADOPTED

Original Adopted Date: 01/25/2024 | **Last Reviewed Date:** 01/25/2024

NOTICE OF TITLE IX SEXUAL HARASSMENT POLICY

The Code of Federal Regulations, Title 34, Section 106.8 requires the YES Charter Academy to issue the following notification to employees, job applicants, and employee organizations:

The YES Charter Academy does not discriminate on the basis of sex in any education program or activity that it operates. The prohibition against discrimination on the basis of sex is required by federal law (20 USC 1681-1688; 34 CFR Part 106) and extends to employment. The YES Charter Academy also prohibits retaliation against any employee for filing a complaint or exercising any right granted under Title IX.

Title IX requires YES Charter Academy to take immediate and appropriate action to address any potential Title IX violations that are brought to its attention. Any inquiries about the application of Title IX, this notice, and who is protected by Title IX may be referred to the YES Charter Academy's Title IX Coordinator, to the Assistant Secretary for Civil Rights of the U.S. Department of Education, or both.

The YES Charter Academy has designated and authorized the following employee as the YES Charter Academy's Title IX Coordinator, to address concerns or inquiries regarding discrimination on the basis of sex, including sexual harassment, sexual assault, dating violence, domestic violence, and stalking:

Louis Miller
Title IX Coordinator
9841 Texas Hill Road
Oregon House, CA 95962
530-692-2210
lmiller@yescharteracademy.org

Any individual may report sex discrimination, including sexual harassment, to the Title IX Coordinator or any other school employee at any time, including during non-business hours, by mail, phone, or email. During YES Charter Academy business hours, reports may also be made in person. Upon receiving an allegation of sexual harassment, the Title IX Coordinator will promptly notify the parties, in writing, of the applicable YES Charter Academy complaint procedure.

To view an electronic copy of the YES Charter Academy's policies and administrative regulations on sexual harassment, including the grievance process that complies with 34 CFR 106.45, please see BP/AR 4119.11/4219.11/4319.11 - Sexual Harassment and AR 4119.12/4219.12/4319.12 - Title IX Sexual Harassment Complaint Procedures on the YES Charter Academy's web site at <https://yescharteracademy.org/policies-and-procedures/title-ix>

To inspect or obtain a copy of the YES Charter Academy's sexual harassment policies and administrative regulations, please contact: Our YES Charter Academy office at 9841 Texas Hill Road, Oregon House, CA 95962 or at 530-692-2210.

Materials used to train the Title IX Coordinator, investigator(s), decision-maker(s), and any person who facilitates an informal resolution process are also publicly available on the YES Charter Academy's website or at the YES Charter Academy office upon request.
