

Discovery Charter Preparatory School  
13570 Eldridge Avenue, Sylmar, CA 91342  
(818)897-1187 (fax) (818)897-1295  
[www.discoveryprep.org](http://www.discoveryprep.org)

### **TITLE IX AND STUDENTS**

Based on Federal law, Title IX, State law and Discovery Charter Prep policy, no student shall be excluded from participation in, be denied the benefits of, or be subjected to discrimination on the basis of actual or perceived sex, sexual orientation, and gender (including gender identity, gender expression, marital status, parenting, pregnancy, childbirth, false pregnancy, termination of pregnancy or related medical condition). Male and female students have the right to equal learning opportunities in their schools and must be treated the same in all Discovery Charter Prep educational activities and programs, including:

- Athletics
- Physical education
- The classes they can take
- The way they are treated in the in educational programs and activities
- The kind of counseling they are given
- The extracurricular activities, programs and clubs in which they can participate
- The honors, special awards, scholarships and graduation activities in which they can participate

Pregnant and parenting students, regardless of their marital status, have the same right as any other student to attend any school or program and to do so in an environment free of discrimination or harassment. Discovery Charter Prep shall make reasonable accommodations for pregnant and parenting students, including accommodations responsive to a student's lactating status, so that no student is excluded from participation in, denied benefits of, or subjected to discrimination on the basis of that student's gender/sex.

### **NONDISCRIMINATION STATEMENT**

Discovery Charter Prep is committed to providing a working and learning environment free from discrimination, harassment, intimidation and bullying. Discovery Charter Prep prohibits discrimination, harassment, intimidation and bullying based on actual or perceived race or ethnicity, gender/sex (including gender identity, gender expression, pregnancy, childbirth, breastfeeding, and pregnancy related medical conditions), sexual orientation, religion, color, national origin, ancestry, physical or mental disability, medical condition (cancer-related and genetic characteristics), military and veteran status, marital status, registered domestic partner status, age (40 and above), genetic information, political belief or affiliation (not union related), a person's association with a person or group with one or more of these actual or perceived characteristics, or any other basis protected by federal, state or local law, ordinance, or regulation in any program or activity it conducts or to which it provides significant assistance.

Discrimination is different treatment on the basis of a protected category in the context of an educational program, work or activity without a legitimate nondiscriminatory reason and interferes with or limits the individual's ability to participate in or benefit from the services, activities, or privileges provided by Discovery Charter Prep.

Harassment occurs when: (1) the target is subjected to unwelcome conduct related to a protected category; (2) the harassment is both subjectively offensive to the target and would be offensive to a reasonable person of the same age and characteristics under the same circumstances; and (3) the harassment is sufficiently severe, pervasive, or persistent so as to interfere with or limit an individual's ability to participate in or benefit from the services, activities, or opportunities offered by Discovery Charter Prep.

Harassment based on any of the above-protected categories is a form of unlawful discrimination and will not be tolerated by Discovery Charter Prep. Harassment is intimidation or abusive behavior toward a student or employee that creates a hostile environment and can result in disciplinary action against the offending student or employee. Harassing conduct may take many forms, including but not limited to, verbal remarks and name-calling, graphic and written statements, or any conduct that is threatening or humiliating.

Upon witnessing an act of discrimination, harassment, intimidation and/or bullying based on actual or perceived characteristics of a protected category (as enumerated above), school personnel are required to take immediate steps to intervene when it is safe to do so. Once a school or office has notice of discriminatory, harassing, intimidating and/or bullying conduct, whether carried out by employees, students, or third parties, it should take immediate and appropriate steps to investigate or otherwise determine what occurred and take prompt and effective steps reasonably calculated to end the conduct, eliminate a hostile environment, if one has been created and prevent the conduct from occurring again. These steps should be taken whether or not an individual makes a complaint or asks the school or office to take action.

This nondiscrimination policy covers admission or access to, or treatment or employment in, Discovery Charter Prep programs and activities, including vocational education. Parents/Guardians of students with mobility impairments have a legal right to accessible transportation for Discovery Charter Prep or school sponsored field trips and other activities for which transportation is provided to students without disabilities. Contact your school site administrator to address requests for accessible transportation. The lack of English language skills will not be a barrier to admission to or participation in Discovery Charter Prep programs or activities.

This nondiscrimination policy applies to all acts related to school activity or school attendance at Discovery Charter Prep. Additional information prohibiting other forms of unlawful discrimination or harassment, inappropriate behavior, and/or hate-motivated incidents/crimes may be found in other Discovery Charter Prep policies that are available in all schools and offices. It is the intent of Discovery Charter Prep that all such policies be reviewed consistently to provide the highest level of protection from unlawful discrimination in the provision of educational services and opportunities. Discovery Charter Prep prohibits retaliation against anyone who files a complaint or who participates in a complaint investigation.

Mail or hand-deliver your complaint/documents to: Dr. Karen Smith, Principal and Title IX Coordinator at Discovery Charter Preparatory School, 13570 Eldridge Avenue, Sylmar, CA 91342, [ksmith@discoveryprep.org](mailto:ksmith@discoveryprep.org), (818) 928-2302, (818) 897-1187, fax: (818) 897-1295.