

TITLE IX COMPLIANCE AND NONDISCRIMINATION STATEMENT

TITLE IX COMPLIANCE:

Title IX is a Federal law enforced by the office of civil rights that prohibits discrimination on the basis of sex, including pregnancy and parental status, in education programs and activities.

Definition of 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 subjected to discrimination under any education program or activity receiving Federal financial assistance."*

Title IX for EMPLOYEES: [Board Policy GBAAA](#)

Title IX for STUDENTS: [Board Policy JIA](#)

ANDERSON FIVE NONDISCRIMINATION STATEMENT:

Anderson School District Five is committed to a policy of nondiscrimination and equal opportunity for all students, staff, parents/legal guardians, visitors, and community members, who participate or seek to participate in its programs or activities. Accordingly, the District does not discriminate against any individual on the basis of race, religion, sex (including pregnancy, childbirth, or any related medical conditions), color, disability, age, genetic information, national origin, or any other applicable status protected by local, state, or federal law.

GRIEVANCE PROCEUDRES & DISTRICT DESIGNEES:

The District will use the grievance procedures set forth in policy to process complaints based on alleged violations of Title VI of the Civil Rights Act of 1964; Title VII of the Civil Rights Act of 1964; Title IX of the Education Amendments Act of 1972; Section 504 of the Rehabilitation Act of 1973; the Age Discrimination Act of 1975; the Age Discrimination in Employment Act of 1967; the Equal Pay Act of 1963; the Genetic Information Nondiscrimination Act of 2008; and Titles I and II of the Americans with Disabilities Act of 1990.

The District designates these people to handle inquiries or complaints:

Mike Mahaffey, Assistant Superintendent for Human Resources, handles inquiries/complaints regarding the following:

- * Age Discrimination Act of 1975;
- * Age Discrimination in Employment Act of 1967;
- * Equal Pay Act of 1963;
- * Genetic Information Nondiscrimination Act of 2008;
- * Title I of the Americans with Disabilities Act of 1990 with respect to employment;
- * Title II of the Americans with Disabilities Act of 1990 with respect to public access to buildings and grounds;

- * Title VII of the Civil Rights Act of 1964; and
- * Title IX of the Education Amendments Act of 1972.

You can reach Mike Mahaffey by mail at P.O. Box 439, Anderson, SC 29622 by telephone at 864-260-5000 or by email at mikemahaffey@anderson5.net.

William R. Dukes, Assistant Superintendent for Instructional Services, handles inquiries/complaints regarding Title VI of the Civil Rights Act of 1964 and those pertaining to ESSA Title II implementation. You can reach William Dukes by mail at P.O. Box 439, Anderson, SC 29622, by telephone at 864-260-5000 or by email at trippdukes@anderson5.net.

Dr. Brenda Harper, Director of Special Education Services, handles inquiries/complaints regarding IDEA for students K–12 and inquiries/complaints for students K–12 regarding Section 504 of the Rehabilitation Act of 1973. You can reach Dr. Brenda Harper by mail at P.O. Box 439, Anderson, SC 29622, by telephone at 864-260-5000 or by email at brendaharper@anderson5.net.

School contacts include the following:

Mr. Gary Bruhjell, Executive Principal, garybruhjell@anderson5.net

Mrs. Elizabeth Bowen, Principal, elizabethbowen@anderson5.net

Mrs. Lisa Ashley, Assistant Principal, lisaashley@anderson5.net

These individuals can be reached by calling the school office at 864-260-5125 or by email.