

BOARD POLICY

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**PERSONNEL
NONDISCRIMINATION
CIVIL RIGHTS AND TITLE IX**

**JUNE 6, 2016
October 20, 2025**

Livonia Public Schools It is the policy of the Board of Education that Livonia Public Schools School District will not discriminate against any person on the basis of sex (including harassment on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity), race, color, national origin, religion, height, weight, marital status, age, handicap, or disability. The District reaffirms its long-standing policy of compliance with all applicable federal and state laws and regulations prohibiting discrimination. including, but not limited to, Titles VI and VII of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000d, et seq., and 42 U.S.C. §§ 2000e, et seq.; Title IX of the Educational Amendments of 1972, 20 U.S.C. §§ 1681, et seq., ~~Age Discrimination Act of 1975, 42 U.S.C. §§ 6101 et seq.; Age Discrimination in Employment Act, 29 U.S.C. §§ 621 et seq.;~~ Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794; the Americans with Disabilities Act of 1990, 42 U.S.C §§ 12101, et seq., the Handicappers' Civil Rights Act, MCL §§ 37.1101, et seq.; and the Elliott-Larsen Civil Rights Act, MCL §§ 37.2101, et seq.

Civil Rights Complaints

The Director of Student Services is appointed the Civil Rights Coordinator regarding complaints of disability/handicap discrimination involving educational services, programs, and activities. The Director of Human Resources is appointed the Civil Rights Coordinator regarding all other complaints of discrimination.

The Civil Rights Coordinator is designated to receive and resolve complaints from any person who believes that he/she may have been discriminated against in violation of this policy. Any person who believes he/she has been discriminated against in violation of this policy should promptly file an oral or written complaint with the Civil Rights Coordinator within ten (10) calendar days of the alleged violation. The Civil Rights Coordinator will then be responsible for coordinating the District's response in a fair and equitable manner, consistent with relevant laws, District policies and administrative procedures. ~~take the following action:~~ First, commence an investigation of the complaint. Second, arrange for a meeting to occur with the complainant, which may include School District staff who are knowledgeable of the facts and circumstances of the particular complaint or who have particular expertise which will assist in resolving the complaint. Third, complete the investigation of the complaint and provide in writing a reply to the complainant.

- ~~• Conduct a reasonable investigation into the facts and circumstances surrounding the complaint.~~
- Arrange for a meeting to occur with the complainant, which may include School District staff who are knowledgeable of the facts and circumstances of the particular complaint or who have particular expertise which will assist in resolving the complaint.
- ~~• Provide due process to the respondent, including a meeting wherein the allegations are~~

~~explained, relevant evidence is reviewed, and the accused is afforded the opportunity to respond.—~~

- ~~• Complete the investigation of the complaint and provide in writing a reply to the complainant and respondent.~~

~~If the Coordinator determines that a violation has occurred, the Coordinator shall make a determination in writing, propose a fair resolution of the complaint, and deliver the determination to the complainant, respondent, and the Superintendent. If the Civil Rights Coordinator determines that a violation has occurred, he/she shall propose a fair resolution of the complaint and deliver the determination to the complainant and the School District's Superintendent. The complainant may appeal the Civil Rights Coordinator's determination to the Superintendent by so notifying the Superintendent in writing within ten (10) calendar days of receiving the the Civil Rights Coordinator's determination. The Superintendent may conduct additional investigation of the facts and circumstances surrounding the complaint. The Superintendent shall affirm or reverse the Civil Rights Coordinator's decision and, if warranted, implement the Civil Rights Coordinator's proposed resolution or a modification thereof. The Superintendent's decision shall be final.~~

A person is not required to use the procedure outlined above and may instead file a complaint directly with the U.S. Department of Education Office for Civil Rights, 600 Superior Avenue East, Suite 750, OH 44114-2611.

Title IX Sex Discrimination Complaints

Livonia Public Schools prohibits sex discrimination in all programs and activities that the District operates as required by Title IX and the Title IX regulations. Sex-based harassment is a form of sex discrimination, which means harassment on the basis of sex (including harassment on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity) that falls within one of the following categories:

- (1) ***Quid pro quo harassment***: an employee, agent, or other person with authority to provide an aid, benefit, or service under the District's education program or activity explicitly or impliedly conditions the provision of such an aid, benefit, or service on a person's participation in unwelcome sexual conduct;
- (2) ***Hostile environment harassment***: unwelcome sex-based conduct that, based on the totality of the 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 District's education program or activity (i.e., creates a hostile environment).
- (3) ***Specific offenses, including***: sexual assault, dating or domestic violence, and stalking.

Sex discrimination, including sex-based harassment, is covered by this Policy when it occurs under the District's education program or activities in the United States. Conduct occurs under the District's education program or activity when it is subject to the District's disciplinary authority. This includes conduct that occurs on school property; through use of school property (e.g., during online learning or when using the District's network or computer systems); at school-sponsored events or activities (e.g., field trips, athletic events, extracurricular activities); and in off-campus settings if the conduct is sufficiently serious or severe that it could contribute to a hostile environment within the District's education program or activities. ~~The District will~~

~~address a sex-based hostile environment under its education program or activities, even when some conduct alleged to be contributing to the hostile environment occurred outside the District's education program or activities.~~

Livonia Public Schools encourages anyone who believes they have been subjected to sex discrimination (or has knowledge of another person being subjected to sex discrimination) in connection with the District's programs or activities to promptly report their concerns directly to the LPS Title IX Coordinator. If an alleged Title IX violation has been first reported to a school administrator, or any other staff member in the District, the allegation must then be reported directly to an LPS Title IX Coordinator. When the Title IX Coordinator receives a report about conduct that may reasonably constitute sex discrimination, the Title IX Coordinator will be responsible for coordinating the District's response in a fair and equitable manner, consistent with Title IX and its regulations.

LEGAL REF.: Titles VI and VII of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000d, et seq., and 42 U.S.C. §§ 2000e, et seq.; Title IX of the Educational Amendments of 1972, 20 U.S.C. §§ 1681, et seq., Age Discrimination Act of 1975, 42 U.S.C. §§ 6101 et seq.; **Age Discrimination in Employment Act, 29 U.S.C. §§ 621 et seq.**; Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794; the Americans with Disabilities Act of 1990, 42 U.S.C §§ 12101, et seq., the Handicappers' Civil Rights Act, MCL §§ 37.1101, et seq.; and the Elliott-Larsen Civil Rights Act, MCL §§ 37.2101, et seq.