

Title IX Nondiscrimination and Grievance Policy

Tapestry Public Charter School (TPCS)

I. Purpose

To ensure that no person is excluded from participation in, denied the benefits of, or subjected to discrimination on the basis of sex in any program or activity at TPCS, including employment, admissions, academics, extracurriculars, and any building or property controlled by the school or a recognized student organization.

II. Scope & Jurisdiction

This policy applies to conduct that occurs:

1. In an education program or activity of TPCS over which it exercises substantial control, including off-campus events and online environments; and
2. In any building owned or controlled by a student organization recognized by TPCS.

III. Definitions

1. Sexual Harassment (34 C.F.R. § 106.30)
 - a. Quid Pro Quo: An employee conditioning an aid, benefit, or service on unwelcome sexual conduct.
 - b. Hostile Environment: Unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it denies equal access to TPCS's programs or activities.
 - c. Sex Offenses: Sexual assault (rape, fondling, incest, statutory rape), dating violence, domestic violence, and stalking, as defined in federal law.
2. Complainant: Anyone who is alleged to be the victim of conduct that could constitute sexual harassment.
3. Respondent: An individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.
4. Supportive Measures: Non-disciplinary, individualized services offered without fee or charge to both complainants and respondents (e.g., academic adjustments, counseling, no-contact directives).

IV. Nondiscrimination Statement

TPCS does not discriminate on the basis of sex—including gender identity, sexual orientation, or pregnancy—in any of its programs or activities. Retaliation against anyone for reporting sex discrimination or participating in an investigation under this policy is prohibited.

V. Title IX Coordinator & Confidential Resources

- Title IX Coordinator:
Dr. Matt Tyson, Principal
Title IX Coordinator
TPCS, 3130 Raymond Drive, Doraville, GA 30340
mtyson@tapestrycharter.org
Contact number: (470) 268-6403
- Alternate Reporting Options: Complaints may also be filed with the Coordinator's supervisor, Human Resources, or any responsible employee (all staff have a duty to forward reports).
- Confidential Resources: Counselors, health services, and licensed mental-health professionals may maintain confidentiality except where disclosure is required by law.

VI. Reporting Procedures

1. Informal Resolution (Optional): With mutual consent, parties may engage in mediation or restorative practices, provided both agree and an investigation is not required by law.
2. Formal Complaint: A written statement signed by the complainant or signed by the Title IX Coordinator that the respondent engaged in conduct that could constitute sexual harassment.

VII. Grievance Process (34 C.F.R. § 106.45)

1. Notice of Allegations: Within 5 business days of receiving a formal complaint, provide both parties with written notice of the allegations, their rights, and this policy.
2. Investigation:
 - Conduct a prompt, thorough, and impartial investigation by trained investigators.
 - Provide both parties equal opportunity to present witnesses and evidence, and to review all evidence.
3. Decision-Maker & Hearing:
 - A trained decision-maker issues a written determination within 90 calendar days of a formal complaint.
 - Live hearing with cross-examination (or written questions) conducted by trained decision-maker. Parties must have advisors.
4. Standard of Evidence: Preponderance of the evidence (unless TPCS uses “clear and convincing” in comparable proceedings).
5. Appeals: Both parties may appeal on specified grounds (e.g., procedural irregularity, new evidence, conflict of interest) within 10 calendar days of the decision.
6. Notification of Outcome: Written notice to both parties of the result, rationale, and appeal procedures.

VIII. Supportive Measures & Emergency Removal

- Supportive Measures are offered to both parties immediately upon notice of allegations.
- Emergency Removal of a respondent is permitted only if they pose an immediate threat to physical health or safety; the respondent must receive notice and an opportunity to challenge the removal.

IX. Training & Publication

- Annual training for the Title IX Coordinator, investigators, decision-makers, and any personnel involved in informal resolution on:
 - Definitions of sexual harassment and scope of covered conduct
 - Investigative and confidentiality requirements
 - Impartiality and conflict of interest standards
- This policy—and the Coordinator’s contact information—will be prominently posted on the TPCS website, in student and employee handbooks, and on all program materials.

X. Record-Keeping & Timeframes

- TPCS will:
 - Retain records of each investigation, determination, appeal, and supportive measures for 7 years.
 - Issue the written determination within 90 calendar days of a formal complaint.
 - Publish summary statistics of all Title IX complaints and resolutions annually.

XI. Review Cycle

This policy will be reviewed and, if necessary, revised biennially, or sooner to reflect changes in federal or state law.