

Title IX: Notice of Non-Discrimination and Sexual Harassment Grievance Procedures

Title IX of the Education Amendments of 1972 ("Title IX"), 20 U.S.C. §1681 et seq., is a Federal civil rights law that prohibits discrimination on the basis of sex in education programs and activities, including decisions about admission and employment. One form of discrimination is sexual harassment, defined as conduct on the basis of sex that satisfies one or more of the following:

- A school employee conditioning the provision of an aid, benefit, or service of the school on an individual's participation in unwelcome sexual conduct (often called "quid pro quo" harassment);
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the school's education program or activity; or
- Sexual assault as defined in 20 U.S.C. 1092(f)(6)(A)(v), dating violence as defined in 34 U.S.C. 12291(a)(10), domestic violence as defined in 34 U.S.C. 12291(a)(8), or stalking as defined in 34 U.S.C. 12291(a)(30).

The **Day Treatment** program at Community Reach Center complies with Title IX. Any **Day Treatment** student or professional who has experienced or witnessed sexual harassment, can make a report to the Title IX Coordinator at any time. It is a violation of policy for any student or staff member to engage in sexual harassment, as defined here, or to retaliate against anyone that reports sex-based discrimination or sexual harassment or participates in a Title IX investigation.

Any Day Treatment student or staff member who has experienced or witnessed sexual harassment, can make a report to the Title IX Coordinator either in writing or orally at any time (this [Title IX Grievance Form](#) may be used, but is not required):

Mélisa Teglas, MA, LPC, LAC
Title IX Coordinator
1870 W. 122nd Ave., #100
Westminster, CO 80234
303-451-4270

TitleIXReport@CommunityReachCenter.org

Inquiries may also be directed to the U.S. Department of Education's Assistant Secretary for Civil Rights:

U.S. Department of Education
Office for Civil Rights (OCR)
400 Maryland Avenue, SW
Washington, D.C. 20202-1100
1-800-421-3481
OCR@ed.gov
FAX: 202-453-6012

Any Day Treatment employee who receives a report of sexual harassment, or otherwise has notice of sexual harassment or allegations of sexual harassment, must promptly report the allegations to the Title IX Coordinator. An alternate Title IX Coordinator will be designated if it is alleged that the Title IX Coordinator committed harassment or if any other conflict of interest exists.