

## **STATE/ FEDERAL REQUIREMENTS**

### **Title IX Student/Public Rights & District Responsibilities**

It shall be the policy of the Board of Education that students and employees in the Downey Unified School District shall not be subjected to discrimination, harassment, intimidation, and bullying based on actual or perceived ancestry, age, color, disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sex, sexual orientation or association with a person or a group with one or more of these actual or perceived characteristics and shall not be excluded from participation in or denied the benefits of any program or activity, except as provided for by law or regulation. The Board of Education also requires that school personnel take immediate steps to intervene when it is safe to do so and when he or she witnesses an act of discrimination, harassment, intimidation or bullying.

CCR Title V Coordinator / Title IX Coordinator may be reached at: 11627 Brookshire Avenue, Downey, CA 90241. Employees: Rena Thompson, Ed.D., Asst. Superintendent, Certificated Human Resources (562) 469-6541 or rethompson@dusd.net; Title IX Coordinator – Students: Marian J. Reynolds, Administrator, Student Services (562) 469-6564 or mreynolds@dusd.net.

Downey Unified School District is committed to providing a safe school environment where all individuals in education are afforded equal access and opportunities. The District's academic and other educational support programs, services and activities shall be free from discrimination, harassment, intimidation, and bullying of any individual based on the person's actual race, color, ancestry, national origin, ethnic group identification, age, religion, marital, or parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, or gender expression; the perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived characteristics. Specifically, state law prohibits discrimination on the basis of gender in enrollment, counseling, and the availability of physical education, athletic activities, and sports. Transgender students shall be permitted to participate in gender-segregated school programs and activities (e.g., athletic teams, sports competitions, and field trips) and to use facilities consistent with their gender identity. The District assures that lack of English language skills will not be a barrier to admission or participation in District programs. Complaints of unlawful discrimination, harassment, intimidation, or bullying are investigated through the Uniform Complaint Process. Such complaints must be filed no later than six months after knowledge of the alleged discrimination was first obtained. For a complaint form or additional information, contact: Certificated Human Resources/Title IX Coordinator (562) 469-6541.

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Title IX Coordinators may be reached at: 11627 Brookshire Avenue, Downey, CA 90241.

CCR Title V Coordinator / Title IX Coordinator – Employees

Rena Thompson, Ed.D., Assistant Superintendent

Certificated Human Resources

562/469-6541

[rethompson@dusd.net](mailto:rethompson@dusd.net)

Title IX Coordinator – Students

Marian J. Reynolds, Administrator

Student Services

562/469-6564

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