



Each Making Waves Academy (MWA) student and employee has a right to learn and work in an environment that is free from unlawful discrimination. No MWA student or employee shall be excluded from participation in, be denied the benefits of, or be subject to discrimination on the basis of actual or perceived sex, sexual orientation, gender, or gender identity or expression.

Title IX of the Educational Amendments of 1972, is one of several federal and state anti-discrimination laws that ensure equality in education. Title IX prohibits discrimination, harassment, exclusion, denial, limitation or separation based on sex or gender. Title IX applies to both male and female students in any educational institution receiving federal funding.

Your Rights and Responsibilities Under Title IX:

1. You have the right to fair and equitable treatment and you shall not be discriminated against based on your sex.
2. You have the right to be provided with an equitable opportunity to participate in all academic extracurricular activities and athletics offered by MWA
3. MWA currently offers various athletic programs. You have the right to inquire of the athletic director or other appropriate MWA administrator as to the athletic opportunities offered by the School.
4. You have the right to receive equitable treatment and benefits in the provision of all of the following:
 1. Participation in athletics
 2. Enrollment in classes
 3. Counseling Services
 4. Participation in extracurricular activities
 5. Treatment in the classroom
 6. Recognition and honors, special awards, scholarships
 7. Graduation activities
5. You have the right to have access to our Title IX Coordinator regarding gender equity laws. Please see above for this Coordinator's contact information.
6. You have the right to file a confidential discrimination complaint with the United States Office for Civil Rights or California Department of Education if you believe you have been discriminated against or if you believe you have received unequal treatment on the basis of your sex. See below for more information regarding how to file a complaint.
7. You have the right to pursue civil remedies if you have been discriminated against.
8. You have the right to be protected against retaliation if you file a discrimination complaint.



HOW TO FILE A TITLE IX COMPLAINT

A written complaint may be filed through MWA's Uniform Complaint Procedures. Please see the Student-Parent/Guardian Handbook for a complete copy of this policy.

Complaints alleging discrimination, harassment, intimidation, or bullying, must be filed within six (6) months from the date the alleged discrimination, harassment, intimidation, or bullying, occurred or the date the complainant first obtained knowledge of the facts of the alleged discrimination, harassment, intimidation, or bullying, unless the time for filing is extended by the superintendent or his or her designee. An appeal of the Educational Equity Compliance Office's findings may be made to the California Department of Education - Office of Educational Equity.

The staff member, position, or unit responsible to receive UCP complaints in our agency is:

Elizabeth Martinez, Chief of Staff and Acting Director of Human Resources
compliance@mwacademy.org
4123 Lakeside Drive
Richmond, CA 94806
(510) 262-1511

Complaints will be investigated and a written report with a Decision will be sent to the complainant within sixty (60) days from the receipt of the complaint. This time period may be extended by written agreement of the complainant. The person responsible for investigating the complaint shall conduct and complete the investigation in accordance with our UCP policies and procedures.

The complainant has a right to appeal our Decision of complaints regarding specific programs and activities subject to the UCP, pupil fees and the LCAP to the California Department of Education (CDE) by filing a written appeal within 15 days of receiving our Decision. The appeal must be accompanied by a copy of the originally-filed complaint and a copy of our Decision.

We advise any complainant of civil law remedies, including, but not limited to, injunctions, restraining orders, or other remedies or orders that may be available under state or federal discrimination, harassment, intimidation or bullying laws, if applicable.



Copies of our Uniform Complaint Procedures process shall be available free of charge.

- [Uniform Complaint Procedures Annual Notice](#)
- [Uniform Complaint Procedures Annual Notice – Spanish](#)
- [Uniform Complaint Policies and Procedures](#)
- [Uniform Complaint Policies and Procedures – Spanish](#)

MORE INFORMATION ON TITLE IX AND COMPLAINT PROCEDURES

United States Department of Education Office for Civil Rights:

- <http://www2.ed.gov/about/offices/list/ocr/index.html>
- https://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html (Title IX and Sex Discrimination)

California Department of Education Office of Equal Opportunity:

- <http://www.cde.ca.gov/re/di/eo>
- <http://www.cde.ca.gov/re/di/eo/genequitytitleix.asp> (Gender Equity/Title IX)

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