



# Title IX Plan

Naureen O'Neale, Senior Director of Human Resources

# Title IX Officers

Title IX Position	Name	Position	Email
Coordinator (Non Investigator)	Naureen O'Neale	HR Director	naureen.oneale@als-education.com
Coordinator (Oversees Investigation)	Michael Anna	Director of Operations	michael.anna@als-education.com
Investigator	Kera Archer	HR Generalist	kera.archer@als-education.com
Hearing Officer	Angela Whitford-Narine	CEO	angela.narine@als-education.com
Appellate Officer	Counsel	-	-
Title IX Officer	Janet Morris	Principal	janet.morris@als-education.com



# Title IX Roll Out



- **Officer Training**
  - September 2020 – December 2020
  - All Officers will be certified through ATIXA
- **School Based Administrators and Regional Director Training**
  - November 2020
- **Compliance**
  - Training Documents for Website Provided by Atixa (Public Notice Requirement)
  - Annual Training will take place at the beginning of each school year.
  - Establishing Community Support Partners
    - *Child Advocacy Centers, Child Protective Services, Rape Crisis Centers, Local Domestic Violence*



# School Based Team

Principals will service as Deputy Coordinators

- In coordination with the Title IX Coordinator, school based administrators, supervisors, and other deputy coordinators may also:
  - Be identified in publications and policies as individuals to whom a report may be made.
- The Title IX coordinator will create a structure of documentation and reporting by these designated individuals to ensure that the Title IX coordinator is aware of the issue
- Lead the Title IX-based response protocol.
- Serve as an investigator.



# Responsible Employee

- A Responsible Employee (**Assistant Principals**) includes any employee who:
  - Has the authority to take action to redress the harassment; or
  - Has the duty to report harassment or other types of misconduct to appropriate officials; or
  - Someone a student could reasonably believe has this authority or responsibility

**The Title IX Coordinator will ensure that employees are trained regarding their obligation to report harassment to appropriate administrators.**



# Training for Responsible Employees

- Responsible Employee Training will include, at the following:
  - Background, overview, and purposes of Title IX
  - Scope of Title IX: Applies to students, faculty, staff, visitors, guests, etc.
  - Responsible Employee definition
  - Actual Notice/Knowledge
  - Privilege, Confidentiality, & Privacy
  - Jurisdiction: Geographical, Time, programs, etc.
  - How and When to Report
  - What to report (**everything**)

