

NOTICE

To Students and Employees

DISCRIMINATION / HARASSMENT REPORTING

The Richmond County School System (RCSS) does not discriminate on the basis of race, color, religion, national origin, sex, disability, or age in its programs and activities. Any student, employee, parent, or applicant for employment, or other individual who believes he or she has been subjected to discrimination or harassment by another student or employee of the School System based upon any of the factors listed above, or any other basis protected by federal or state law, should promptly report the same to an administrator, or supervisor in whom you have confidence, who will then implement RCSS procedures regarding complaints of discrimination or harassment.

In accordance with Title IX of the Education Amendments of 1972 to the Civil Rights Act of 1964, reports of discrimination or harassment based on sex (including sexual harassment and sexual violence) should be reported to the Title IX Coordinator.

Sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

- (1) An employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct;
- (2) 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 recipient's education program or activity; or
- (3) "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 following person has been designated to handle inquiries regarding RCSS policies and procedures prohibiting discrimination and harassment on the basis of sex and can be reached by writing or calling:

Name: _____
Title: School Title IX Coordinator
Name of School: _____
Street Address: _____
City, State, Zip: _____
Phone Number: _____
Email: _____

You may also contact the System Title IX Coordinator(s) for assistance by writing or calling:

Dr. Aronica Gloster
System Title IX Coordinator
Department of Student Services
Richmond County School System
864 Broad Street
Augusta, GA 30901
(706)826-1000 x 5501
glostar@boe.richmond.k12.ga.us

Students and employees will not be subjected to retaliation for reporting such harassment or discrimination. A copy of the discriminatory complaint procedures relative to the Richmond County School System Policy GAAA (Equal Opportunity Employment), Policy GAEB (Harassment), Policy IDFA (Gender Equity in Sports) or JCDAG Bullying are located in the School System policy manual that is available on the System web site, www.rcboe.org.