

**Title IX POLICY**  
**PROHIBITING SEX DISCRIMINATION**

**Background**

Title IX protects students from all forms of sex discrimination, including discrimination based on sexual orientation, gender identity, parental status, or marital status.

Western Gateway Elementary School (“Western Gateway” or the “School”) is committed to providing an environment that is free from all forms of sex discrimination, which includes gender-based discrimination, sexual harassment, and sexual violence, as regulated by Title VII and Title IX, and to ensuring the accessibility of appropriate grievance procedures for addressing all complaints regarding all forms of sex discrimination and sexual harassment.

Any student who believes they may have experienced any form of sex discrimination or sexual harassment (“grievant”), or who believes that they have observed such actions taking place, may receive information and assistance regarding the School’s policies and reporting procedures from any of the following:

**Coordinator:**

Heather Zacarias [hzacarias@westerngateway.school](mailto:hzacarias@westerngateway.school) or [info@westerngateway.school](mailto:info@westerngateway.school)

**Investigator:**

Diana Bedwell [dbedwell@westerngateway.school](mailto:dbedwell@westerngateway.school) or [info@westerngateway.school](mailto:info@westerngateway.school)

All investigations will be brought to the Western Gateway School Board of Education and Western Gateway Legal Counsel. Any questions regarding the School’s Title IX policy and protections can also be directed to legal counsel at <https://westerngateway.school/contact/>

**Title IX Complaint Process**

Students who feel that administrators, supervisors, support personnel, teachers, or other students are subjecting them to sexual harassment are encouraged to report these conditions, or have their parents report these conditions, to the Title IX Coordinator. Any employee to whom such a report was made will provide notice of the report to the Title IX Coordinator.

To submit formal complaint about sex discrimination including sexual harassment, sexual assault, dating violence, domestic violence, or stalking, contact the Title IX Coordinators in person or file a report, email a responsible party to register a Title IX concern, complete the [online form](#) or submit [this form](#) by email or on paper to the Title IX Coordinator.