

Title IX Compliance

The school operates in compliance with California Senate Bill 1349 and Senate Bill 1375 (Title IX), to provide equal access to educational programs, activities, athletics, and facilities regardless of an individual's sex, sexual orientation, gender, gender identity, or gender expression.

Sage Oak Charter Schools and its affiliated programs are committed to providing an educational and work environment that is free from discrimination and harassment, including discrimination and harassment based on a protected category, and an environment free from retaliation for participation in any protected activity covered by this policy. SOCS will ensure equal rights and opportunities in accessing education programs, activities, and facilities and prohibits discrimination or harassment based on the following categories: race (including traits historically associated with race, including, but not limited to, hair texture and protected hairstyles such as braids, locks, and twists), color, religion, religious creed (including religious dress and grooming practices), ethnicity, national origin, ancestry (including language use restrictions), citizenship, physical or mental disability (including HIV and AIDS), medical condition (including cancer or a record or history of cancer, and genetic characteristics), genetic information, marital status, registered domestic partner status, sex (including pregnancy, childbirth, breastfeeding, or related medical conditions), actual or perceived gender, gender identity, gender expression, age (40 years and over), sexual orientation, veteran and/or military status, protected medical leaves (requesting or approved for leave under the Family and Medical Leave Act of the California Family Rights Act), status as a victim of domestic violence, assault or stalking, political affiliation, and any other status protected by state or federal law. In addition, SOCS prohibits retaliation against a person who engages in activities protected under this policy. Reporting, or assisting in reporting, suspected violations of this policy and cooperating in investigations or proceedings arising out of a violation of this policy are protected activities under this policy.

For information or to file a complaint, please contact:

Ms. Candice Coffey, Director of Human Resources
Title IX/Uniform Complaint Procedure Coordinator
(888) 435-4445
ccoffey@sageoak.education
1473 Ford Street, Suite 105
Redlands, CA 92373

Complaint Process

- Students or parents/guardians should report their verbal or written complaint to the school administrator or Title IX Complaint Coordinator within six months from the date the incident occurred. This will begin the informal investigation process which must be completed within 60 days. Complainants have a right to a timely and informal resolution at the school site.
- If the complainant is dissatisfied with the school decision, an appeal of the findings may be made to the California Department of Education - Office of Equal Opportunity.

Where Can Students/Parents Obtain Further Information or Assistance?

We encourage you to speak to the administration at your school. However, the following resources are available for support:

- [California Department of Education, Office of Equal Opportunity](#)
- [United States Department of Education's Office of Civil Rights](#)