



Title IX Policy

Non-Discrimination on the Basis of Sex

Statement of Non-Discrimination

Martin Luther King, Jr. Education Center Academy does not discriminate on the basis of sex in its education programs or activities, as required by Title IX of the Education Amendments of 1972 and its implementing regulations.

Sex discrimination includes discrimination based on:

- Sex
- Pregnancy, childbirth, or related conditions
- Sexual orientation
- Gender identity or gender expression

Martin Luther King, Jr. Education Center Academy is committed to maintaining an educational and work environment free from sex-based discrimination and sexual harassment.

Definition of Sex Discrimination and Sexual Harassment

Sex Discrimination

Sex discrimination occurs when an individual is treated differently or denied participation in an education program or activity based on sex or a sex-related characteristic.

Examples may include:

- Unequal access to educational opportunities or activities
- Disparate discipline or treatment based on sex
- Exclusion from programs or benefits

Sexual Harassment

Sexual harassment is a form of sex discrimination and includes conduct on the basis of sex that satisfies one or more of the following:

- **Quid Pro Quo Harassment**
An employee conditioning educational benefits or services on participation in unwelcome sexual conduct.
- **Hostile Environment Harassment**
Unwelcome conduct that is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the school's education program or activity.
- **Sexual Assault, Dating Violence, Domestic Violence, or Stalking**
As defined under applicable federal and state law.

Sexual harassment may occur between students, between employees, or between students and employees.

How to Report Concerns

Any student, parent/guardian, employee, or third party may report concerns or complaints of sex discrimination or sexual harassment at any time.

Reports may be made by:

- Email
- Phone
- In person
- Written communication

Reports should be directed to the **Title IX Coordinator**:



Title IX Coordinator

Name: Jamila Peterson

Email: jpeterson@mlkeca.org

Phone: 313.341.494

Address: 16827 Appoline, Detroit, MI 48235

Anonymous Reporting

Anonymous reports may be submitted when available. While anonymous reports will be reviewed and addressed to the extent possible, the school's ability to respond may be limited if the reporter's identity is unknown.

Grievance Procedures

Upon receipt of a Title IX report, Martin Luther King, Jr. Education Center Academy will respond promptly and equitably.

General Process

- The Title IX Coordinator will conduct an initial review of the report.
- Supportive measures may be offered to involved parties, regardless of whether a formal complaint is filed.
- If a formal complaint is initiated, the school will follow established grievance procedures consistent with Title IX regulations.
- Both parties will be treated fairly and provided notice and an opportunity to be heard.
- A determination will be made based on the preponderance of the evidence standard.
- Written notice of the outcome will be provided to the parties as required.

Grievance procedures will be conducted in a manner that is timely, impartial, and respectful of privacy.

Prohibition of Retaliation

Retaliation is strictly prohibited.

No individual may be intimidated, threatened, coerced, or discriminated against for:

- Reporting sex discrimination or sexual harassment
- Participating in a Title IX investigation or grievance process
- Assisting or supporting another individual in exercising their Title IX rights

Any acts of retaliation should be reported immediately to the Title IX Coordinator and will be addressed promptly.

Training Statement

The Title IX Coordinator and relevant school staff receive ongoing training related to Title IX requirements, including sexual harassment response, grievance procedures, and federal and state compliance obligations.

This policy is posted in accordance with Title IX website disclosure requirements