

**Policy Code: 1720/4030/7235 Title IX Nondiscrimination on the Basis of Biological Sex**

The school system does not discriminate on the basis of biological sex (including pregnancy, childbirth, and parenting status) in its education programs or activities and is required by Title IX of the Education Amendments Act of 1972 and federal regulations to not discriminate in such a manner. This requirement extends to admission and employment. The board will not tolerate discrimination on the basis of biological sex, including any form of sexual harassment as that term is defined under Title IX, in any program or activity of the school system.

**Deleted:** sexual orientation, and gender identity)

**A. Inquiries About Title IX**

The board has designated a Title IX coordinator to coordinate its efforts to comply with its responsibilities under Title IX and its implementing regulations. Inquiries about the application of Title IX and its implementing federal regulations may be referred to the Title IX coordinator and/or the Assistant Secretary for Civil Rights in the Office for Civil Rights at the U.S. Department of Education.

The contact information for the Title IX coordinator is as follows.

Office Address: 6410 Carolina Beach Rd, Wilmington, NC 28412

Email Address: [titleix@nhcs.net](mailto:titleix@nhcs.net)

Phone Number: (910) 254-4200

The contact information for the Office for Civil Rights with jurisdiction over North Carolina is as follows.

4000 Maryland Ave, SW

Washington, DC 20202-1475

Telephone: 202-453-6020 TDD: 800-877-8339

FAX: 202-453-6021 Email: [OCR.DC@ed.gov](mailto:OCR.DC@ed.gov)

**B. Resolution of Grievances**

The board has established grievance procedures that provide for the prompt and equitable resolution of complaints alleging discrimination on the basis of biological sex (other than sexual harassment) in a program or activity of the school system occurring against a person in the United States. Students and parents or guardians may report such alleged discrimination through the process provided in policy [1740/4010](#), Student and Parent Grievance Procedure. Employees and applicants may use the process provided in policy [1750/7220](#), Grievance Procedure for Employees.

The board has adopted additional means for reporting sexual harassment specifically. Any person may report alleged sexual harassment in the education program or activities of the school system occurring against a person in the United States in accordance with policy [1725/4035/7236](#), Title IX Sexual Harassment – Prohibited Conduct and Reporting Process. Those who believe they have been sexually harassed may also file a formal complaint of sexual harassment in accordance with policy [1726/4036/7237](#), Title IX Sexual Harassment Grievance Process, to initiate a prompt and equitable resolution through a formal investigation and adjudication or through an informal resolution process. The board encourages students, employees, and applicants to first make a report of sexual harassment in accordance with policy [1725/4035/7236](#) before filing a formal complaint.

### **C. Retaliation Prohibited**

Retaliation against any person for the exercise of rights under Title IX or to interfere with those rights in any way is strictly prohibited and will subject the perpetrator to disciplinary action. The identity of any person who has made a report or complaint of sex discrimination or sexual harassment or who is the alleged perpetrator of sex discrimination or sexual harassment will be confidential unless otherwise required or permitted by law. Complaints alleging retaliation may be filed according to the grievance processes established in policies [1740/4010](#) and [1750/7220](#). Acts of retaliation may also be subject to policy [1760/7280](#), Prohibition Against Retaliation.

### **D. Notice of the Board's Policy of Nondiscrimination Based on **Biological Sex****

The superintendent is responsible for providing notice of the board's nondiscrimination policy to students and their parents or legal guardians, employees, and applicants for admission or employment. The superintendent shall also ensure that each principal or site supervisor makes a copy of this policy available to those persons. In addition, the following must be posted on the school system website and included in all student and employee handbooks: (1) a statement of the board's policy of nondiscrimination on the basis of **biological sex**; (2) contact information for the Title IX coordinator; and (3) a statement that Title IX inquiries may be referred to the Title IX coordinator or to the Assistant Secretary for Civil Rights.

Legal References: Title IX of the Education Amendments Act of 1972, [20 U.S.C. 1681 et seq.](#); [34 C.F.R. Part 106](#); *Grimm v. Gloucester County School Board*, 972 F.3d 586 (4th Cir. 2020)

Cross References: Title IX Sexual Harassment – Prohibited Conduct and Reporting Process (policy [1725/4035/7236](#)), Title IX Sexual Harassment Grievance Process (policy [1726/4036/7237](#)), Student and Parent Grievance Procedure (policy [1740/4010](#)),

Responding to Complaints (policy [1742/5060](#)), Grievance Procedure for Employees (policy [1750/7220](#)), Prohibition Against Retaliation (policy [1760/7280](#)), Staff-Student Relations (policy [4040/7310](#))

Adopted: August 11, 2020

Revised: February 1, 2022; October 4, 2022

**Deleted:** Other Resources: *Enforcement of Title IX of the Education Amendments of 1972 with Respect to Discrimination Based on Sexual Orientation and Gender Identity in Light of Bostock v. Clayton County, U.S.* Department of Education, Office for Civil Rights (2021)