



GRIEVANCES, PROCEDURAL SAFEGUARDS & NOTICE OF RIGHTS

Any person who believes that Girls Global Academy has discriminated on the basis of race, color, national origin, sex, disability, age, religion, marital status, personal appearance, sexual orientation, gender identity or expression, familial status, family responsibilities, political affiliation, source of income, or otherwise may submit a complaint to the designated individuals below.

Complaints involving students who attend Girls Global Academy may be submitted to:

Shaquita Tillman, Student Support Services Coordinator
Girls Global Academy Public Charter School
733 8th Street NW
Washington, DC 20001

Complaints involving employees of Girls Global Academy may be submitted to:

Jason Mellen, Director of Finance and Operations
Girls Global Academy Public Charter School
733 8th Street NW
Washington, DC 20001

Regarding Title IX, note that the Director of Finance and Operations (“DFO”)—Jason Mellen, whose contact information appears above—serves as the Primary Contact for Title IX matters. Contact the Executive Director to reach additional contacts, particularly the Special Education Title IX contact whose contact information also appears above.

The grievance procedures outlined below establish how all complaints will be investigated and resolved. These grievance procedures are intended to provide for a prompt and equitable resolution of complaints. These grievance procedures may be used by staff and third parties. These grievance procedures do not bar individuals from filing claims in other forums to the extent permitted by state or federal law.

Girls Global Academy encourages individuals to discuss their concerns with appropriate school officials before resorting to a formal complaint. However, individuals are not required to do so before filing a formal complaint.

Girls Global Academy will not retaliate against any person who files a complaint or



participates in an investigation in accordance with these procedures.

A formal complaint may be filed by following the steps outlined below:

Step 1

Within 90 days of the alleged discrimination or harassment, written notice of the complaint must be filed with the individual designated above. If the complaint is being made against the designated individual above, the complaint can be submitted directly to the individual identified in Step 2, who will designate an appropriate individual to investigate the complaint. The written notice must include the nature of the complaint, the date(s) of the occurrence, the desired result, and must be signed and dated by the person making the complaint.

Upon receipt of the written notice of the complaint, the designated individual to whom the complaint was submitted will immediately initiate an adequate, reliable and impartial investigation of the complaint. Each investigation will include, as necessary, interviewing witnesses, obtaining documents and allowing parties to present evidence. All documentation related to the investigation will remain confidential.

Within thirty (30) business days of receiving the written notice of the complaint, the individual investigating the complaint will respond in writing to the complainant. The response will summarize the course and outcome of the investigation, and identify an appropriate resolution. If, as a result of the investigation, it is determined that discrimination or harassment have occurred, appropriate corrective and remedial action will be taken.

Step 2

If the complainant wishes to appeal the decision from Step 1, he/she may submit a signed statement of appeal to the Karen Venable-Croft, Executive Director Girls Global Academy 733 8th Street NW Washington, DC 20001, within ten (10) business days after receipt of the response. If the complaint is being made against the Executive Director, the appeal can be submitted to Mary Beth Blaufuss, Board Chair Girls Global Academy 733 8th Street NW Washington, DC 20001 who will designate an appropriate individual to address the appeal. The Executive Director, or designee, will review all relevant information and meet with the parties involved, as necessary. Within twenty-one (21) business days of receiving the statement of appeal, the Executive Director, or designee, will respond in writing to the complainant summarizing the outcome of the appeal and any corrective or remedial action to be taken.



Step 3

If the complainant is not satisfied with the decision of the Executive Director he/she may appeal through a signed written statement to the school Board of Trustees within ten (10) business days of the receipt of the Executive Director's response. A statement of appeal to the Board may be submitted to the Girls Global Academy Board of Trustees Board Chair Mary Beth Blauffus [contact information] who will provide the statement to the Board. In an attempt to resolve the grievance, the Board shall review all relevant information and meet with the concerned parties and their representatives within thirty (30) days of the receipt of such an appeal. A copy of the Board's disposition of the appeal shall be sent to each concerned party within fifteen (15) business days of this meeting.

Grievants also have the right to file a complaint with the Office for Civil Rights by: (1) mailing the complaint to Director, District of Columbia Office, Office for Civil Rights (OCR), U.S. Department of Education, 400 Maryland Avenue, SW, Washington, D.C. 20202-1475; (2) faxing it to (202) 453-6021; or (3) filing it electronically at: www.ed.gov/ocr/complaintprocess.html. For more information, you can contact OCR at (202) 453-6020 (voice), (877) 521-2172 (TDD), or ocr.dc@ed.gov.

Notice of Procedural Safeguards and Grievance Procedures for Parents and Students

Parents and guardians who want to learn more about their rights under Section 504 of the Rehabilitation Act can obtain a copy of their procedural safeguards from the Section 504 Coordinator:

Shaquita Tillman, Student Support Services Coordinator
Girls Global Academy
733 8th Street NW
Washington, DC 20001
(202) 600-4822

Any person who believes that Girls Global Academy has engaged in discrimination and/or harassment on the basis of race, color, national origin, sex, age, religion, marital status, personal appearance, sexual orientation, gender identity or expression, familial status, family responsibilities, matriculation, political affiliation, genetic information, source of income, disability, veteran status, or otherwise may submit a complaint pursuant to Girl Global Academy's Grievance Procedures. A copy of the grievance procedures can be obtained by request through:



GIRLS
GLOBAL
ACADEMY

Shaquita Tillman, Student Support Services Coordinator
Girls Global Academy
733 8th Street NW
Washington, DC 20001
(202) 600-4822

Notice of Grievance Procedures for staff and third parties

Any person who believes that Girls Global Academy has harassed and/or discriminated on the basis of race, color, national origin, sex, disability, age, religion, marital status, personal appearance, sexual orientation, gender identity or expression, familial status, family responsibilities, political affiliation, source of income, or otherwise may submit a complaint to the designated individuals below.

Jason Mellen, Director of Finance and Operations
Girls Global Academy
733 8th Street NW
Washington, DC 20001
(202) 600-4822

Section 504 Notice of Parental Rights

This is a notice of your rights under Section 504. These rights are designed to keep you fully informed about the school's decisions about your child and to inform you of your rights if you disagree with any of those decisions.

If your child is in the process of being considered for Section 504 eligibility or has been identified for Section 504 accommodations/services, you may have the right to the following:

- Have your child participate in and benefit from the school's education program without discrimination based on disability.
- Receive notice with respect to any action taken regarding the identification, evaluation, or placement of your child.
- Refuse consent for the initial evaluation and initial placement of your child.
- Have your child receive a free appropriate public education. This includes your child's right to be educated with non-disabled students to the maximum extent appropriate. It also includes the right to have the school provide related aids and services to allow your child an equal opportunity to participate in school activities.



- Have your child educated in facilities and receive services comparable to those provided to non-disabled students.
- Have evaluation, educational, and placement decisions for your child based upon information from a variety of sources, by a group of persons who know your child, your child's evaluation data, and placement options.
- Have your child be provided an equal opportunity to participate in non-academic and extracurricular activities offered by the school.
- Have educational and related aids and services provided to your child without cost except for those fees imposed on the parents/guardians of non-disabled children.
- Examine your child's education records and obtain a copy of such records at a reasonable cost unless the fee would effectively deny you access to the records.
- A response to your reasonable requests for explanations and interpretations of your child's education records.
- Request the school to amend your child's education records if you believe that they are inaccurate, misleading, or otherwise in violation of the privacy rights of your child. If the school refuses this request, you have the right to challenge such refusal.
- Request mediation or an impartial due process hearing to challenge actions regarding your child's identification, evaluation, or placement. You and your child may take part in the hearing and have an attorney represent you. Questions about how to request a hearing shall be forwarded to the person responsible for the school's compliance with Section 504 listed below.
- File a local grievance or a complaint with the District of Columbia Office for Civil Rights within the U.S. Department of Education. The regional office is located at 400 Maryland Avenue, SW, Washington, DC 20202 and can be reached at 202-453-6020 (phone), 202-453-6021 (fax), OCR.DC@ed.gov (email), and <http://www2.ed.gov/about/offices/list/ocr>.

The Section 504 Coordinator for Girls Global Academy, who is responsible for Section 504 compliance, is:

Shaquita Tillman Student Support Services Coordinator
Girls Global Academy
733 8th Street NW
Washington, DC 20001
202-600-4822

Nondiscrimination Policy, including Equal Opportunity in Hiring & Employment

In accordance with Title VI of the Civil Rights Act of 1964 ("Title VI"), Title IX of the Education Amendments of 1972 ("Title IX"), Section 504 of the Rehabilitation Act of 1973



("Section 504"), Title II of the Americans with Disabilities Act of 1990 ("ADA"), and the Age Discrimination Act of 1975 ("The Age Act"), Girls Global Academy does not discriminate on the basis of race, color, national origin, sex, disability, age, religion, marital status, personal appearance, sexual orientation, gender identity or expression, familial status, family responsibilities, political affiliation, or source of income in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups.

Anyone having inquiries concerning Girls Global Academy's nondiscrimination policy or who wish to file a complaint alleging discrimination involving employees or third party should contact:

Jason Mellen, Director of Finance and Operations
Girls Global Academy Public Charter School
733 8th Street NW
Washington, DC 20001
202-600-4822

Anyone having inquiries concerning Girls Global Academy's nondiscrimination policy or who wish to file a complaint alleging discrimination involving students by Girls Global Academy should contact:

Shaquita Tillman, Student Support Services Coordinator
Girls Global Academy Public Charter School
733 8th Street NW
Washington, DC 20001
202-600-4822

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Under this policy, Girls Global Academy is an Equal Opportunity Employer, and is committed to providing equal employment opportunity in recruitment, hiring, training and development, promotion, termination, compensation, benefits, and all other terms, conditions, and privileges of employment as required by applicable law.



Girls Global Academy also requires its employees to abide by applicable federal and state nondiscrimination laws in their dealings with all members of the Girls Global Academy community—including visitors, vendors, and suppliers. Girls Global Academy places a high value on the input of family and guardians and encourages parents to offer feedback on any aspect of the school program. If you are a parent/guardian who has a grievance, you are encouraged to contact the appropriate school staff to discuss your concern. If you feel your complaint, whether administrative or programmatic, is not properly addressed at the school level, you may consider submitting a complaint via the Office of the State Superintendent of Education. Information about how to submit a complaint can be found at <https://osse.dc.gov/sites/default/files/dc/sites/osse/publication/attachments/ESEA%20Complaint%20Procedure.pdf>.