



SECTION III: STUDENT POLICES 3130

Anti-Discrimination Policy

Sex Discrimination and Sexual Harassment

Oklahoma Virtual Charter Academy is committed to providing an environment that is free from all forms of sex discrimination, which includes sex discrimination, sexual harassment (including sexual violence), as regulated by Title IX, and to ensuring the accessibility of appropriate grievance procedures for addressing all complaints regarding all forms of sex discrimination and sexual harassment. Oklahoma Virtual Charter Academy reserves the authority to independently deal with sex discrimination and sexual harassment whenever becoming aware of their potential existence, regardless of whether a complaint has been lodged in accordance with the grievance procedure. Oklahoma Virtual Charter Academy reserves the authority to address sex discrimination and sexual harassment even if the same, similar or related circumstances are also being addressed under another policy, whether of Oklahoma Virtual Charter Academy or another entity. Furthermore, Oklahoma Virtual Charter Academy reserves the right to pursue sexual misconduct violations that fall outside of the scope of Title IX based on Oklahoma Virtual Charter Academy's judgment that the alleged actions are contrary to any part of its code of conduct or employee handbook.

Other Forms of Prohibited Discrimination

In furtherance of the mission of Oklahoma Virtual Charter Academy ("OVCA"), it shall be the policy of OVCA's Board of Education (the "Board") to prohibit discrimination based on race, color, religion, national or ethnic origin, age, sex, sexual orientation, gender identity or expression, genetic information, socio-economic status (e.g., income level), mental or physical disability (e.g., mental, physical, or other), veteran status, citizenship, family and marital status, including "antisemitism", or any other status protected by federal, state, or local law. In addition to the classes identified above, OVCA shall also not discriminate against a student for enrollment purposes based on proficiency in the English language or measures of achievement, aptitude, or athletic ability.

To the extent practical, this non-discrimination policy shall apply to members of the Board, teachers, staff, students, and the management company providing services to OVCA. A copy of this policy shall be distributed to Board members, teachers, staff, parents, and students.

The Board's intent with this policy is to foster an environment that is inclusive and welcoming for all students, parents, staff, volunteers and members of the community. To the extent allowed by law, disciplinary action, if any, will be based on a careful assessment of all surrounding circumstances of each infraction, to include out-of-school conduct. A Board member may be publicly censured by the vote of the majority of the voting members of the Board for conduct in conflict with this policy; and, as allowed by the Bylaws of the Board, a member may be removed for conduct violating this policy.

Source: OVCA Board Policy adoption 6/23/2011

Revised: 07/21/16

Revised: 9/15/2020

Revised 6/17/2021

Revised 9/14/2021

Revised 11/11/2021

Revised 5/19/2022

Revised 9/18/2025

The Board directs the Head of School in conjunction with any committee, or agents of the Board to prepare any policies or amend any existing policies or handbooks to fully and effectively implement this policy.

Definitions and Assistance:

Sex Discrimination and **Sexual Harassment** means conduct of a sexual nature that meets any of the following:

- Sex discrimination occurs when a person, because of their sex, is denied participation in or the benefits of any education program or activity that receives federal financial assistance.

Sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

- A school employee conditioning education benefits on participation in unwelcome sexual conduct (i.e., quid pro quo); or
- Unwelcome conduct that a *reasonable person* would determine is so **severe, pervasive, and objectively offensive** that it effectively denies a person equal access to the school's education program or activity; or
- Sexual assault (as defined in the Clery Act), dating violence, domestic violence, or stalking as defined in the Violence Against Women Act (VAWA). Sexual harassment can be verbal, nonverbal or physical.

Any individual, who believes they may have experienced any form of sex discrimination or sexual harassment, 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:

- **Title IX Coordinator:** Caitlin Collett, ccollett@okvirtaul.org (580) 257-2008; 1117 S Douglas Blvd Suite F, Midwest City, OK 73130
- **Head of School:** Audra Plummer, aplummer@okvirtual.org; (405) 259-9478 ext 2041; 1117 S Douglas Blvd Suite F, Midwest City, OK 73130 *Additionally, you may contact the Office of Civil Rights by calling 1-800-421-3481*

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