



Title IX Policy

Legal Reference: Title IX of the Education Amendments of 1972, 34 CFR Part 106

Purpose

Proud To Partner Leadership Academy (PTPLA) prohibits discrimination based on sex in its educational programs and activities. In compliance with Title IX and its implementing regulations, PTPLA maintains procedures to respond promptly and effectively to allegations of sexual discrimination and harassment.

Scope

This policy applies to all students, employees, and applicants for admission or employment at PTPLA.

Nondiscrimination Statement

PTPLA does not discriminate on the basis of sex in any education program or activity it operates. This requirement not to discriminate applies to both students and employees and extends to admissions and employment.

Title IX Roles

- **Title IX Coordinator:**
Gemma Bernardino: Gemma.Bernardino@ptpla.org (405) 870-8001
4149 Highline Blvd. Suite 300, Oklahoma City, OK 73108
- **Investigator(s):**
Rachel Brainard: Rachel.Brainard@ptpla.org
- **Decision-Maker(s):**
Dawn Bowles, Principal: Dawn.Bowles@ptpla.org
Kristanza Rowland, Teacher: Kristanza.Rowland@ptpla.org



All individuals assigned as coordinators, investigators, or decision-makers receive specialized Title IX training, and training materials are publicly available.

Reporting

Any person may report sex discrimination or sexual harassment:

- By phone, email, or mail to the Title IX Coordinator;
- In person at the Coordinator's office;
- At any time, including during non-business hours.

Complaint Form Available Here:

ptpla.org/documents

Grievance Process

Upon receipt of a formal complaint:

- The Title IX Coordinator will promptly respond and offer supportive measures to all parties.
- A neutral Investigator will conduct an impartial investigation.
- A separate Decision-Maker (not the Investigator) will issue a written determination.
- Either party may appeal the Decision-Maker's determination based on specific grounds (e.g., procedural irregularity, new evidence).

The grievance process will ensure:

- Presumption of innocence;
- Equal opportunities for both parties to present evidence;
- Prohibition of retaliation.

Retaliation

PTPLA strictly prohibits retaliation against any individual participating in a Title IX process.