

Title IX Policy

Effective Date: July 2026

I. Purpose

Myron B. Thompson Academy is committed to providing an educational and work environment free from discrimination on the basis of sex. The School prohibits sex discrimination, including sex-based harassment, sexual harassment, sexual assault, dating violence, domestic violence, stalking, retaliation, and other forms of discrimination prohibited by federal and state law.

This policy applies to all students, employees, applicants, volunteers, contractors, and visitors participating in or attempting to participate in the School's education programs and activities.

II. Legal Authority

This policy is adopted in accordance with:

- Title IX of the Education Amendments of 1972
- Applicable federal regulations implementing Title IX
- Hawaii state laws prohibiting discrimination
- Other applicable federal and state civil rights laws

III. Non-Discrimination Statement

The School does not discriminate on the basis of sex in admission, employment, educational programs, athletics, or any school-sponsored activity.

Retaliation against any individual who reports discrimination, participates in an investigation, or exercises rights protected under this policy is strictly prohibited.

IV. Scope

This policy applies to conduct that occurs:

- On school property
- During school-sponsored activities
- During athletics (when applicable)
- During transportation provided by the School
- Through electronic communication when the conduct affects a student's or employee's access to the School's educational programs or activities

- Off campus when required by applicable law or when the conduct has continuing effects within the School community

V. Definitions

For purposes of this policy:

Sex Discrimination means unequal treatment based on sex that limits or denies a person's ability to participate in or benefit from the School's educational programs or activities.

Sex-Based Harassment means unwelcome conduct based on sex that creates a hostile environment or otherwise violates applicable law.

Examples include:

- Sexual harassment
- Sexual assault
- Dating violence
- Domestic violence
- Stalking
- Sex-based harassment (in which a person with authority conditions an educational, employment, or participation benefit on another person's acceptance of unwelcome sexual conduct.)
- Gender-based harassment
- Harassment based on pregnancy or related conditions where protected by law

VI. Title IX -**TEAM**

The School designates the following individual as its Title IX Coordinator: **Principal**

TEAM MEMBERS: Principal, Vice Principals, SSC, Registrar, Counselor

Office: Myron B. Thompson Academy

Phone: 808-441-8000

Email: msoshiro@ethompson.org

The Title IX Coordinator is responsible for:

- Receiving reports
- Coordinating supportive measures
- Explaining rights and procedures
- Overseeing investigations
- Monitoring compliance
- Coordinating training
- Maintaining required records

VII. Reporting

Any student, parent, employee, or third party may report concerns of sex discrimination or harassment.

Reports may be made:

- In person
- By telephone
- By email
- In writing

Reports may be submitted at any time.

Emergency situations involving immediate danger should be reported to local law enforcement by calling 911.

VIII. Mandatory Reporting

Employees designated under School policy as responsible employees must promptly notify the Title IX Coordinator upon learning of conduct that may constitute sex discrimination or sex-based harassment, consistent with applicable law.

IX. Supportive Measures

The School will offer supportive measures as appropriate, regardless of whether a formal complaint is filed.

Examples include:

- Counseling referrals
- Academic accommodations
- Schedule adjustments
- Extensions of deadlines
- No-contact directives
- Safety planning
- Leave for employees
- Other individualized measures

X. Complaint Resolution Process

Upon receiving a report, the Title IX Coordinator will:

1. Contact the complainant.
2. Explain available options.
3. Offer supportive measures.
4. Assess jurisdiction.

5. Determine whether an investigation is appropriate.

If an investigation is initiated:

- Both parties will receive written notice.
- Both parties may present witnesses and evidence.
- Investigators will remain impartial.
- Relevant evidence will be reviewed.
- A written determination will be issued.
- Appropriate remedies and sanctions may be imposed when warranted.

Investigations will generally be completed within a reasonable timeframe unless good cause exists for an extension.

XI. Standard of Evidence

The School will apply the same standard of evidence in all Title IX proceedings as required by applicable law and consistently across similar matters.

XII. Appeals

Either party may appeal based upon one or more of the following:

- Procedural irregularity
- Newly discovered evidence
- Conflict of interest or bias
- Other grounds permitted by applicable law

Appeals must be submitted within 15 calendar days of the written determination.

XIII Confidentiality

The School will protect privacy to the greatest extent possible while fulfilling its legal obligations.

Information will be shared only with individuals who have a legitimate educational or legal need to know.

IX Retaliation

Retaliation against any individual for:

- Reporting misconduct
- Participating in an investigation
- Requesting supportive measures
- Exercising rights under this policy

is strictly prohibited.

Reports of retaliation will be investigated promptly.

X. False Reports

Knowingly making a false report or intentionally providing false information may result in disciplinary action.

A complaint that is not substantiated after investigation does not, by itself, constitute a false report.

XI. Sanctions

Depending upon the findings, sanctions may include:

Students:

- Educational interventions
- Behavioral contracts
- Suspension
- Expulsion

Employees:

- Coaching
- Written reprimand
- Suspension
- Termination

Other remedies may be implemented to restore equal access to education.

XII. Recordkeeping

The School will maintain records relating to reports, investigations, supportive measures, determinations, appeals, and training in accordance with applicable law and records retention requirements.

XIII. External Reporting

Individuals may also file complaints with appropriate governmental agencies.

The School's internal procedures do not prevent any individual from pursuing external legal rights.

XIV. Accessibility

This policy shall be published on the School's website.

Reasonable accommodations will be provided to individuals with disabilities and language assistance will be available upon request.

