

Daposka Ahnkodapi Title IX Policy and Grievance Procedures

I. Statement of Non-Discrimination Under Title IX

Daposka Ahnkodapi complies with Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681), which prohibits discrimination on the basis of sex in any education program or activity receiving federal financial assistance. The school does not discriminate on the basis of sex, including sexual harassment, sexual assault, dating violence, domestic violence, or stalking.

II. Title IX Coordinator

Name: Patrick Martin

Title: Principal/Superintendent

Email: patrick.martin@osagenation-nsn.gov

Phone: 918-287-5320

III. Scope of Policy

This policy applies to all students, employees, applicants, and individuals participating in or attempting to participate in the school's programs or activities.

IV. Definitions

Sexual Harassment: Unwelcome conduct on the basis of sex that is severe, pervasive, and objectively offensive.

Complainant: Individual alleged to be the victim.

Respondent: Individual alleged to be the perpetrator.

V. Reporting Title IX Violations

Any person may report sex discrimination or harassment in person, by mail, phone, or email to the Title IX Coordinator or to the Osage Nation Human Resources Department. The Osage Nation may be contacted through the main switchboard at 918-287-5555 and asked to be transferred to Human Resources.

VI. Grievance Process

Daposka Ahnkodapi, in conjunction with the Osage Nation, will conduct a prompt, thorough, and impartial investigation. The parties will be notified of any and all information and decisions in a prompt manner.

VII. Informal Resolution

Where appropriate, informal resolution may be offered, except in cases involving employee-student allegations.

VIII. Non-Retaliation

Retaliation against any individual participating in a Title IX process is strictly prohibited.

IX. Recordkeeping

The school will maintain records of all Title IX reports and investigations in accordance with federal law.

X. Formal Complaint Form

Use the official Title IX complaint form (attached/posted separately).