

Springer Municipal Schools
Title IX
2020-2021

Springer Municipal Schools does not discriminate on the basis of sex in its education program or activities as required by Title IX regulations. This also applies to employment. Any inquiries about Title IX in regards to Springer Municipal Schools may be referred to the Title IX Coordinator, to the Assistant Secretary of the federal Department of Education, or both.

Title IX Coordinator:
Rebecca Ramirez
1401 8th Street
Springer, NM 87747
rramirez@springerschools.org
575-483-3413

About Title IX

Title IX of the Education Amendments of 1972, often referred to as Title IX, is a Federal civil rights law.

Title IX, which began with a focus on discrimination and ensuring equity in sports, includes a major focus on prevention of and response to incidents of sexual harassment and sexual assault.

Sexual Discrimination:

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Sexual Harassment:

1. A school employee conditioning an educational benefit or service upon a person's participation in unwelcome sexual conduct.
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the school's education program or activity.
3. Sexual assault, dating violence, domestic violence, or stalking.

How to Get Help or File a Complaint/Process

If you are not sure whether you should make a formal complaint, you can consult the Title IX coordinator at 575-483-3413 or rramirez@springerschools.org. The Title IX coordinator can help you decide if any action needs to be taken and how best to address your situation.

If you believe that you or an SMS student or staff member has been sexually harassed or sexually discriminated against, please report the incident(s) to the district's Title IX Coordinator.

Directions to complete the form:

1. Print off the form
2. Complete all sections of the form. Be specific when discussing the incident. Your complaint is not limited to the space provided. You are encouraged to attach additional materials, which may assist in the investigation process.
3. Be sure to include: date, incident, name of all persons involved, name(s) of witnesses.
4. Signed and delivered to the Title IX Coordinator or Principal.
5. Any questions, please contact the Title IX Coordinator at rramirez@springerschools.org

Process:

1. Complete complaint form and submit it to the Title IX Coordinator.
2. It will be decided if it is a formal/informal complaint.
3. Coordinator will promptly contact complainant and discuss the availability of s
4. Investigator will investigate and respond in writing within 10 working days to the complainant.
5. If the complainant is not satisfied, the complainant will have 10 days to submit a written objection, including a statement of the reason for the objection to the Superintendent.
6. The Superintendent will have 10 days within which to respond to the claimant.
7. If the Superintendent does not respond within the established timeline, the complainant may request in writing that the complaint go before the Board of Education.

Additional Information:

*Any Springer Municipal School employee is required to inform the Title IX Coordinator, Superintendent or the Supervising Administrator of their work site of any report made to them or any instance they observe regarding sexual discrimination or sexual harassment as soon as possible, and that failure to do so may result in disciplinary action.

*Springer Municipal Schools and its employees will not retaliate toward anyone reporting a concern or participating in the investigation process, and should retaliation occur, it can result in disciplinary action.

*All Springer Municipal Schools employees have received Title IX training through POMS and Associates August 2020.