



TITLE IX COORDINATOR

Dr. Patricia Davis, Principal/Chief Academic Officer
pdavis@detroithopeacademy.org
(313) 934-0054

EQUAL EMPLOYMENT OPPORTUNITY AND ANTI-DISCRIMINATION POLICY

BES prohibits discrimination on the basis of race, color, national origin, sex (including sexual orientation or gender identity), disability, age, religion, height, weight, marital or family status, military status, ancestry, genetic information, or any other basis protected by state, federal or other applicable law in its programs and activities, including employment opportunities. BES will provide and ensure equal opportunities in recruitment and hiring, termination, transfers and promotion practices, training, place of work and compensation and benefits, without regard to any protected category. All BES employees, other workers, and representatives are prohibited from engaging in unlawful discrimination.

This Policy of Equal Employment Opportunity applies to all BES policies and procedures and all other terms and conditions of employment including, but not limited to, hiring, training, promotion, discipline, compensation, benefits, and termination of employment.

1. Compliance Officers

BES has designated “Compliance Officers” (also known as “Civil Rights Coordinators”) (hereinafter referred to as the “COs”) to assist with coordinating BES’s efforts to comply with applicable federal and state laws and regulations, including the duty to address in a prompt and equitable manner any inquiries or complaints regarding discrimination or denial of equal access. Employees may obtain the name(s) and email addresses of the COs by calling the phone number listed below:

Karen Morgan, Human Resources 12121 Broadstreet Detroit, MI 48204 (313) 934-0054	Dr. Ronald Williams, Superintendent 12121 Broadstreet Detroit, MI 48204 (313) 934-0054
---	---

Please also note that the names, titles, and contact information of these individuals will be published annually on BES’s website.

The COs are available during regular school/work hours to discuss concerns related to unlawful discrimination/retaliation.

2. Reports and Complaints of Unlawful Discrimination

Any BES employee who experiences or directly observes unlawful discrimination is obligated, in accordance with this policy, to report such observations to either their immediate supervisor(s), one of the Compliance Officers, the Human Resources Manager, or BES's CEO, within two (2) business days. Additionally, any BES employee who observes an act of unlawful discrimination is expected to intervene to stop the misconduct, unless circumstances make such an intervention dangerous, in which case the staff member should immediately notify other BES employees and/or local law enforcement officials, as necessary, to stop the misconduct.

All complaints or incidents that come to the attention of the BES will be investigated immediately and appropriate action taken.

3. Violations of this Policy

Any employee, regardless of position or title, whom BES determines has subjected an individual to discrimination in violation of this Policy will be subject to discipline, up to and including termination of employment.

TYPE AND FORM OF TRAINING USED

2024 Title IX Regulations – Comprehensive Training
September 12, 2024
3.5 Hours of Live Webinar Training

9/12/24