



1965 S. Eagle Rd., Suite 190  
Meridian, ID 83642  
ph. 208.322.3559  
fx. 208.322.3688  
District Code: 452  
[www.idahova.org](http://www.idahova.org)

## **2023-24 PUBLIC NOTICE OF NON-DISCRIMINATION** **SECTION 504, TITLE VI, TITLE VII, and TITLE IX DISCRIMINATION** **POLICIES AND GRIEVANCE PROCEDURE**

Idaho Virtual Academy hereby advises students, parents, employees and the general public it does not discriminate on the basis of disability (Section 504) , race, color or national origin (Title VI and Title VII), age, and/or sex, which includes but is not limited to, because of or on the basis of, pregnancy, childbirth, or related medical conditions pregnancy (Title VI, Title VII and Title IX), and offers employment, applicants for employment, and equal access educational opportunities without regard to race, color, national origin, disability, age or sex, which includes but is not limited to, because of or on the basis of, pregnancy, childbirth, or related medical conditions pregnancy . Grievance procedures are available to interested persons and inquiries regarding non-discrimination policies may be directed below:

### **1. SECTION 504 COORDINATOR (Disability Discrimination)**

**Jessica Lecertua, Non-Discrimination Coordinator**

1965 S. Eagle Rd., Suite 190, Meridian, ID 83642

Telephone: (208) 322-3559

Email: [jlecertua@idahova.org](mailto:jlecertua@idahova.org)

\* Additionally, you may contact the Office of Civil Rights by calling 1-800-421-3481

### **2. TITLE IX COORDINATOR (Sexual Discrimination)**

**Jessica Lecertua, Non-Discrimination Coordinator**

1965 S. Eagle Rd., Suite 190, Meridian, ID 83642

Telephone: (208) 322-3559

Email: [jlecertua@idahova.org](mailto:jlecertua@idahova.org)

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## **SECTION 504 OF THE REHABILITATION ACT**

Idaho Virtual Academy does not discriminate on the basis of handicap condition in admission or access to its programs and activities. No person shall be denied employment because of any physical, mental or medical impairment, which is related to the person's ability to engage in the activities involved in the job for which application has been made.

## **TITLE VI (SECTION 601) OF THE CIVIL RIGHTS ACT OF 1964**

As required by Title VI of the Civil Rights Act of 1964, Idaho Virtual Academy does not discriminate on the basis of sex, race, color or national origin.

## **TITLE VII OF THE CIVIL RIGHTS ACT OF 1964**

Title VII prohibits employment discrimination on the basis of color, national origin, and sex, which includes, but is not limited to, because of or on the basis of pregnancy, childbirth, or related medical conditions; therefore, sexual harassment is job discrimination. As required by Title VII of the Civil Rights Act of 1964, Idaho Virtual Academy does not discriminate on the basis of sex, race, color or national origin.

## **TITLE IX OF THE EDUCATION AMENDMENTS OF 1972**



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Idaho Virtual Academy is committed to providing an environment that is free from all forms of sex discrimination, which includes sex discrimination, sexual harassment (including sexual violence), as regulated by Title IX, and to insuring the accessibility of appropriate grievance procedures for addressing all complaints regarding all forms of sex discrimination and sexual harassment. Idaho Virtual Academy reserves the authority to independently deal with sex discrimination and sexual harassment whenever becoming aware of their potential existence, regardless of whether a complaint has been lodged in accordance with the grievance procedure. Idaho Virtual Academy reserves the authority to address sex discrimination and sexual harassment even if the same, similar or related circumstances are also being addressed under another policy, whether of Idaho Virtual Academy or another entity. Furthermore, Idaho Virtual Academy reserves the right to pursue sexual misconduct violations that fall outside of the scope of Title IX based on Idaho Virtual Academy's judgment that the alleged actions are contrary to any part of its code of conduct or employee handbook.

Sex Discrimination and Sexual Harassment means conduct of a sexual nature that meets any of the following:

- Sex discrimination occurs when a person, because of their sex, is denied participation in or the benefits of any education program or activity that receives federal financial assistance.

**Sexual harassment** means conduct on the basis of sex that satisfies one or more of the following:

- 1) A school employee conditioning education benefits on participation in unwelcome sexual conduct (i.e., quid pro quo); or
- 2) Unwelcome conduct that a *reasonable person* would determine is so **severe, pervasive, and objectively offensive** that it effectively denies a person equal access to the school's education program or activity; or
- 3) Sexual assault (as defined in the Clery Act), dating violence, domestic violence, or stalking as defined in the Violence Against Women Act (VAWA). Sexual harassment can be verbal, nonverbal or physical.

Any individual, who believes they may have experienced any form of sex discrimination or sexual harassment, or who believes that they have observed such actions taking place, may receive information and assistance regarding the School's policies and reporting procedures from any of the following:

**Title IX Coordinator:** **Jessica Lecertua, Non-Discrimination Coordinator**  
Certified Title IX Coordinator, 10/15/2020- [Link to training materials](#)  
1965 S. Eagle Rd., Suite 190, Meridian, ID 83642  
Telephone: (208) 322-3559  
Email: [jlecertua@idahova.org](mailto:jlecertua@idahova.org)

**Title IX Investigator:** **Jenny Whelan, Title IX Investigator**  
Certified Title IX Investigator, 10/15/2020- [Link to training materials](#)  
1965 S. Eagle Rd., Suite 190, Meridian, ID 83642  
Telephone: (208) 322-3559  
Email: [jwhelan@k12.com](mailto:jwhelan@k12.com)

**Title IX Decision Maker:** **Kelly Edginton, Title IX Decision Maker**  
Certified Title IX Decision Maker, 10/15/2020- [Link to training materials](#)



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1965 S. Eagle Rd., Suite 190, Meridian, ID 83642  
Telephone: (208) 322-3559  
Email: [kedginton@k12.com](mailto:kedginton@k12.com)

**Title IX Decision Maker: Monti Pittman, Title IX Appellate Decision Maker**

Certified Title IX Appellate Decision Maker, 10/15/2020- [Link to training materials](#)  
1965 S. Eagle Rd., Suite 190, Meridian, ID 83642  
Telephone: (208) 322-3559  
Email: [mpittman@k12.com](mailto:mpittman@k12.com)

*\*Additionally, you may contact the Office of Civil Rights by calling 1-800-421-3481.*

Under federal law, any school receiving federal money is required to have a policy against sexual discrimination and notify employees, students and parents of this policy. The following Idaho Virtual Academy's policies can be found in the IDVA Board Policy Manual at: <https://idva.k12.com/about-our-school/board-of-directors.html>

- Uniform Grievance Procedure (Policy 505.0)
- Equal Employment Opportunity and Non-Discrimination in the Work Environment (Policy 700/800)
- Compliance with ADA Regarding Employees with Disabilities and Reasonable Accommodations (Policy 702.6)
- Harassment, including sexual harassment (Policy 711.1)
- Equality in Education, Non-Discrimination and Sex Equity in the School Setting (Policy 900)
- Student Gender Identity and Sexual Orientation (LGBTQ) (Policy 906.0)
- Relationship Abuse and Sexual Assault Prevention and Response (Policy 907.2)
- Section 504 of the Rehabilitation Act of 1973 (1000.3)