America's Finest CHARTER SCHOOL

AMERICA'S FINEST CHARTER SCHOOL

2026–2027 TITLE IX AND NON-DISCRIMINATION STATEMENT

America's Finest Charter School (AFCS)
730 45th Street
San Diego, California 92102
Phone: 619-694-4809

Title IX Coordinator: Dr. Esther Omogbehin, Interim Executive Director
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America's Finest CHARTER SCHOOL

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America's Finest CHARTER SCHOOL

1. PURPOSE AND SCOPE

America's Finest Charter School ("AFCS" or "the School") is committed to providing a safe, welcoming, inclusive, and respectful educational environment for all students and a professional working environment for all employees.

AFCS prohibits discrimination, harassment, and retaliation as prohibited by applicable federal and California law.

This Title IX and Non-Discrimination Statement establishes AFCS's commitment to equal educational opportunity and explains the School's procedures for preventing, reporting, responding to, and resolving complaints involving sex discrimination and sex-based harassment.

This statement applies to AFCS students, employees, applicants, volunteers, parents/guardians, and other individuals participating in AFCS educational programs, activities, services, and employment-related activities, as applicable.

AFCS will take appropriate action when it receives notice of conduct that may violate applicable nondiscrimination or Title IX requirements.

2. TITLE IX STATEMENT

Title IX of the Education Amendments of 1972 ("Title IX"), 20 U.S.C. § 1681 et seq., is a federal civil rights law that prohibits discrimination on the basis of sex in education programs and activities receiving federal financial assistance.

AFCS does not discriminate on the basis of sex in its educational programs, activities, services, or employment practices to the extent prohibited by applicable law.

AFCS is committed to maintaining an educational environment in which students can participate in educational programs and activities without unlawful sex discrimination or sex-based harassment.

AFCS will respond appropriately to reports and complaints of sex discrimination and sex-based harassment and will follow the School's adopted Title IX policies and grievance procedures.

America's Finest CHARTER SCHOOL

3. AFCS NON-DISCRIMINATION STATEMENT

America's Finest Charter School does not discriminate against any student or employee on the basis of actual or perceived disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation, or any other characteristic protected by applicable federal or California law.

AFCS prohibits discrimination and harassment in its educational programs, activities, services, and employment practices as required by law.

AFCS complies with applicable federal and California laws concerning equal educational opportunity and nondiscrimination, including applicable protections for individuals with disabilities.

AFCS adheres to applicable requirements concerning:

- Section 504 of the Rehabilitation Act of 1973;
- Title II of the Americans with Disabilities Act of 1990;
- The Individuals with Disabilities Education Act;
- Title IX of the Education Amendments of 1972;
- Applicable California Education Code provisions;
- Applicable California civil rights laws; and
- Other applicable federal and California nondiscrimination requirements.

AFCS is committed to ensuring that all students have equitable access to educational programs, activities, facilities, services, and opportunities.

4. TITLE IX COORDINATOR

AFCS has designated a Title IX Coordinator to coordinate the School's compliance with Title IX and applicable sex-discrimination requirements.

Title IX Coordinator

Dr. Esther Omogbehin, Interim Executive Director
America's Finest Charter School
730 45th Street
San Diego, California 92102

Phone: 619-694-4809
Email: eomogbehin@myafcs.org

The Title IX Coordinator is available to receive inquiries regarding Title IX, sex discrimination, sex-based harassment, sexual harassment, and related concerns.

Individuals may contact the Title IX Coordinator to:

- Ask questions about Title IX;
- Report a concern;
- File a complaint;
- Request information about the complaint process;
- Request supportive measures;
- Obtain information about available resources; or
- Ask questions regarding their rights and responsibilities.

A person does not need to know whether conduct legally constitutes discrimination or harassment before contacting the Title IX Coordinator.

5. RESPONSIBILITIES OF THE TITLE IX COORDINATOR

The Title IX Coordinator is responsible for coordinating AFCS's Title IX compliance efforts.

Responsibilities may include:

1. Receiving Title IX inquiries and complaints;
2. Providing information regarding Title IX rights and responsibilities;
3. Coordinating the School's response to complaints of sex discrimination;
4. Coordinating the School's response to complaints of sex-based harassment;
5. Providing information about applicable grievance procedures;
6. Coordinating appropriate supportive measures;
7. Monitoring the School's response to complaints;
8. Identifying potential patterns or systemic concerns;
9. Coordinating Title IX training and prevention activities;
10. Maintaining required documentation;
11. Coordinating with appropriate AFCS administrators;
12. Ensuring that complaints are handled in accordance with applicable law and School policy; and

13. Taking other actions necessary to support AFCS's compliance with Title IX.

The Title IX Coordinator may designate appropriately trained personnel to assist with Title IX responsibilities when permitted by law and AFCS policy.

6. RIGHTS OF STUDENTS, PARENTS/GUARDIANS, AND EMPLOYEES

Students, parents/guardians, and employees have rights under applicable nondiscrimination and Title IX laws and AFCS policies.

These rights include, as applicable:

- The right to an educational environment free from unlawful discrimination;
- The right to an environment free from unlawful harassment;
- The right to report a concern involving discrimination or harassment;
- The right to file a complaint;
- The right to receive information about the applicable complaint process;
- The right to be treated respectfully throughout the complaint process;
- The right to appropriate supportive measures when available and appropriate;
- The right to participate in an investigation as permitted by applicable law and AFCS policy;
- The right to report retaliation;
- The right to receive appropriate language assistance;
- The right to request reasonable accessibility accommodations when required;
- The right to have personal information handled consistent with applicable law and AFCS policy; and
- The right to contact an appropriate governmental agency regarding alleged violations of federal or California law.

An individual is not required to confront the person whose conduct is the subject of a complaint before reporting a concern.

7. RESPONSIBILITIES OF STUDENTS, PARENTS/GUARDIANS, AND EMPLOYEES

Members of the AFCS community are expected to contribute to a safe and respectful school environment.

Individuals are expected to:

1. Treat students, employees, parents/guardians, and visitors with dignity and respect;
2. Follow AFCS policies and procedures;
3. Refrain from discrimination and harassment;
4. Refrain from sexual harassment and other prohibited conduct;
5. Refrain from retaliation;
6. Report concerns when appropriate;
7. Cooperate honestly with investigations;
8. Respect the privacy of individuals involved in complaints; and
9. Follow reasonable directions issued to maintain a safe and appropriate educational environment.

AFCS employees must also comply with applicable reporting obligations.

8. PROHIBITED SEX DISCRIMINATION

AFCS prohibits discrimination on the basis of sex as prohibited by applicable federal and California law.

Sex discrimination may involve treating an individual differently because of sex or otherwise denying or limiting an individual's participation in educational programs, activities, services, or employment opportunities because of sex when such conduct is prohibited by law.

AFCS will review complaints based on the facts and circumstances of each matter and will apply the definitions and standards required by applicable law and AFCS policy.

9. SEXUAL HARASSMENT AND SEX-BASED HARASSMENT

AFCS prohibits sexual harassment and other sex-based harassment prohibited by applicable law.

Depending upon the circumstances and applicable legal requirements, prohibited conduct may include:

- Unwelcome sexual advances;

- Requests for sexual favors;
- Unwelcome sexual comments;
- Sexually suggestive comments or communications;
- Sexual jokes or gestures;
- Unwelcome touching of a sexual nature;
- Sexual intimidation;
- Sexual threats;
- Sexual assault;
- Sexual violence;
- Sex-based verbal or physical conduct;
- Gender-based harassment; and
- Other conduct prohibited by applicable law.

Sex-based harassment may occur in person, in writing, electronically, through social media, through digital communications, or through other forms of communication or conduct.

AFCS will evaluate allegations according to the applicable legal definitions and AFCS's adopted Title IX policy.

10. SEXUAL HARASSMENT PREVENTION

AFCS is committed to preventing sexual harassment and sex discrimination before they occur.

Prevention efforts may include:

- Student education;
- Employee training;
- Administrator training;
- Information regarding reporting procedures;
- Information regarding retaliation;
- Information regarding respectful conduct;
- Information regarding appropriate boundaries;
- Information regarding available resources;
- Bystander awareness and prevention education;
- Age-appropriate educational activities; and
- Other prevention activities required or permitted by law.

AFCS will provide required training to individuals responsible for implementing Title IX policies and procedures.

11. REPORTING A TITLE IX CONCERN

Any student, parent/guardian, employee, or other person may report a concern involving potential sex discrimination or sex-based harassment.

Reports may be made to the Title IX Coordinator or another AFCS employee.

Title IX Coordinator

Dr. Esther Omogbehin, Interim Executive Director
America's Finest Charter School
730 45th Street
San Diego, California 92102

Phone: 619-694-4809
Email: eomogbehin@myafcs.org

Reports may be made verbally or in writing.

A person does not need to use specific legal terminology when making a report.

An individual may report conduct even if the individual is uncertain whether the conduct violates Title IX.

When an AFCS employee receives a report, the employee shall follow applicable AFCS reporting procedures and promptly refer the concern to the appropriate administrator or Title IX Coordinator.

12. HOW TO FILE A TITLE IX COMPLAINT

A complaint may be submitted to the AFCS Title IX Coordinator.

A complaint should provide enough information to allow AFCS to understand the concern, including, when available:

- The name of the person making the complaint;
- The name of the person involved in the alleged conduct;
- A description of the conduct;
- The date or approximate date;
- The location;
- Names of witnesses, if known;
- Supporting documents or information, if available; and
- Any other information that may assist AFCS in responding to the concern.

A complaint does not have to contain all of this information to be accepted.

AFCS will determine the appropriate procedure for responding to the complaint based on

13. TITLE IX COMPLAINT AND GRIEVANCE PROCEDURES

AFCS will maintain procedures for responding to complaints involving sex discrimination and sex-based harassment.

The applicable grievance process may include:

1. Receipt of the complaint;
2. Initial assessment;
3. Notice to appropriate individuals;
4. Supportive measures;
5. Investigation;
6. Collection and review of relevant information;
7. Interviews;
8. Review of relevant documentation;
9. Determination or resolution;
10. Notice of the outcome when required;
11. Corrective or remedial action when appropriate;
12. Appeal or review when applicable; and
13. Follow-up to ensure that required actions are implemented.

AFCS will administer its grievance procedures consistent with applicable federal and California law and the School's adopted Title IX policy.

14. INITIAL RESPONSE TO A COMPLAINT

When AFCS receives a report or complaint, the Title IX Coordinator or appropriate administrator will conduct an initial review.

The initial review may determine:

- Whether the complaint involves Title IX;
- Whether another AFCS complaint procedure applies;
- Whether immediate safety concerns exist;
- Whether supportive measures are appropriate;
- Whether additional reporting obligations exist;
- Whether an investigation is necessary; and
- What additional steps should be taken.

AFCS will take reasonable steps to respond promptly and appropriately.

15. INVESTIGATION PROCEDURES

When an investigation is required, AFCS will conduct an appropriate investigation consistent with applicable law and School policy.

The investigation may include:

- Interviewing the complainant;
- Interviewing the respondent;
- Interviewing witnesses;
- Reviewing documents;
- Reviewing electronic communications;
- Reviewing other relevant information;
- Providing applicable parties an opportunity to provide relevant information; and
- Taking other reasonable investigative steps.

Investigations will be conducted by individuals who are appropriately designated and trained to perform their responsibilities.

AFCS will make reasonable efforts to complete investigations in a timely manner.

16. SUPPORTIVE MEASURES

AFCS may provide supportive measures when appropriate.

Supportive measures may include:

- Schedule adjustments;
- Class or work assignment changes;
- Increased supervision;
- Safety planning;
- Academic support;
- Counseling referrals;
- No-contact directives;
- Changes to seating arrangements;
- Changes to locations;
- Temporary adjustments to assignments; or
- Other reasonable measures available to AFCS.

Supportive measures are intended to help maintain a safe and appropriate educational or working environment.

Supportive measures will be implemented consistent with applicable law and AFCS policy.

17. RESOLUTION OF A COMPLAINT

Following an investigation or other appropriate review, AFCS will take action consistent with applicable law and School policy.

When a violation is substantiated, AFCS may take appropriate corrective, disciplinary, remedial, or educational action.

Corrective action may include:

- Training;
- Counseling;
- Corrective directives;
- Changes to procedures;
- Safety measures;
- Disciplinary action consistent with applicable policy;
- Other remedies appropriate to the circumstances.

The specific action taken will depend upon the facts, applicable law, AFCS policies, and the circumstances of the matter.

18. INFORMAL RESOLUTION

When permitted by law and AFCS policy, an informal resolution process may be available.

Participation in informal resolution must be voluntary when required by applicable law.

Before participating, individuals will receive information about:

- The nature of the process;
- The allegations or concerns;
- The expected steps;
- The potential outcomes; and
- Their applicable rights.

Informal resolution will not be used when prohibited by applicable law.

19. APPEALS AND REVIEW

When applicable under AFCS's adopted Title IX grievance procedures, a party may have the right to appeal or request review of a decision.

The appeal process will be conducted according to the applicable AFCS policy.

An individual assigned to review an appeal must meet applicable requirements and may not participate when a conflict of interest or other disqualifying circumstance exists.

20. CONFIDENTIALITY AND PRIVACY

AFCS will respect the privacy of individuals involved in Title IX and nondiscrimination matters to the extent permitted by law.

Information regarding a complaint will be shared only as permitted or required by applicable law and School policy.

AFCS cannot guarantee complete confidentiality in every situation.

Information may need to be disclosed when required by law, necessary to address safety concerns, necessary to conduct an investigation, or otherwise permitted by applicable law.

21. PROTECTION AGAINST RETALIATION

AFCS prohibits retaliation against an individual because the individual:

- Reported discrimination;
- Reported harassment;
- Filed a complaint;
- Participated in an investigation;
- Provided information;
- Served as a witness;
- Requested supportive measures; or
- Exercised rights protected by applicable law.

Retaliation is prohibited even when a complaint does not result in a finding of a policy or legal violation.

Anyone who believes they have experienced retaliation should immediately report the concern to the Title IX Coordinator or another appropriate AFCS administrator.

22. FALSE OR MISLEADING REPORTS

AFCS expects all individuals participating in a complaint process to provide information honestly.

Knowingly making a materially false statement or knowingly providing materially false information during a complaint process may violate AFCS policy.

A complaint will not be considered false simply because the School does not substantiate the allegation.

AFCS will not take adverse action against an individual merely because the individual made a good-faith report or participated in a complaint process.

23. UNIFORM COMPLAINT PROCEDURES

Certain complaints may be addressed through the AFCS Uniform Complaint Procedures ("UCP"), when applicable.

The UCP provides a process for addressing complaints involving specified violations of federal and California laws and regulations.

AFCS will provide information regarding the applicable UCP process upon request.

Depending on the nature of the complaint, a matter may be addressed through Title IX procedures, UCP procedures, another AFCS complaint procedure, or another process required by applicable law.

24. OTHER AFCS COMPLAINT PROCEDURES

Not every complaint involving inappropriate conduct is necessarily a Title IX complaint.

Depending on the nature of the concern, AFCS may address complaints under other applicable AFCS policies or procedures, including procedures concerning:

- Nondiscrimination;
- Harassment;
- Bullying;
- Student discipline;
- Employee conduct;
- Special education;

- Section 504;
- Accessibility;
- Uniform Complaints;
- Workplace concerns; or
- Other applicable AFCS policies.

When appropriate, the Title IX Coordinator or another AFCS administrator will explain which complaint procedure applies.

25. FEDERAL OFFICE FOR CIVIL RIGHTS INFORMATION

The Office for Civil Rights ("OCR") is responsible for enforcing certain federal civil rights laws applicable to educational institutions receiving federal financial assistance.

Individuals who believe their rights have been violated may have the right to file a complaint with the appropriate federal agency.

Individuals should review the applicable federal agency's requirements concerning:

- Jurisdiction;
- Filing deadlines;
- Complaint procedures;
- Required information;
- Investigation procedures; and
- Available remedies.

Information about federal civil rights protections and complaint procedures is available through the U.S. Department of Education's Office for Civil Rights.

Office for Civil Rights

U.S. Department of Education
Website: https://www.ed.gov/about/offices/list/ocr

Individuals may obtain current information regarding filing a federal civil rights complaint through the Office for Civil Rights.

26. CALIFORNIA RIGHTS AND PROTECTIONS

AFCS complies with applicable California laws concerning nondiscrimination, equal educational opportunity, harassment, student rights, and access to educational programs and services.

California law provides additional protections against discrimination and harassment in educational settings.

AFCS will comply with applicable California requirements concerning students and employees, including requirements related to:

- Equal educational opportunity;
- Nondiscrimination;
- Harassment prevention;
- Student safety;
- Disability access;
- Reasonable accommodations;
- Language access;
- Student privacy;
- Employee rights; and
- Other applicable legal protections.

27. ACCESSIBILITY AND LANGUAGE ASSISTANCE

AFCS is committed to making Title IX and nondiscrimination information accessible to students, parents/guardians, employees, and other members of the AFCS community.

Individuals who need assistance accessing information because of a disability or limited English proficiency may request appropriate assistance.

Depending on the circumstances and applicable legal requirements, AFCS may provide:

- Interpretation;
- Translation;
- Accessible formats;
- Reasonable accommodations; or
- Other appropriate assistance.

Requests for assistance may be directed to the AFCS office or Title IX Coordinator.

28. RECORDKEEPING AND DOCUMENTATION

AFCS will maintain records relating to Title IX and nondiscrimination matters as required by applicable law and AFCS policy.

Records may include:

- Reports;
- Complaints;
- Investigative materials;
- Notices;
- Supportive measures;
- Resolutions;
- Appeals;
- Training records;
- Prevention activities; and
- Other required documentation.

Records will be maintained securely and handled in accordance with applicable privacy, confidentiality, records-retention, and public-records requirements.

29. TRAINING AND PREVENTION

AFCS will provide training and information to appropriate employees and administrators concerning Title IX and nondiscrimination responsibilities.

Training may address:

- Title IX requirements;
- Sex discrimination;
- Sexual harassment;
- Sex-based harassment;
- Reporting responsibilities;
- Complaint procedures;
- Grievance procedures;
- Supportive measures;

- Retaliation;
- Confidentiality and privacy;
- Investigation responsibilities;
- Student and employee rights; and
- Prevention of discrimination and harassment.

AFCS will maintain documentation of required training as applicable.

30. POLICY REVIEW AND BOARD APPROVAL

AFCS will periodically review this Title IX and Non-Discrimination Statement to ensure that it remains consistent with applicable federal and California requirements and AFCS policies.

The statement may be revised when necessary because of:

- Changes in federal law;
- Changes in California law;
- Changes in regulations;
- Changes in applicable legal requirements;
- Changes in AFCS policies or procedures; or
- Other circumstances requiring an update.

Any revisions requiring Board approval will be presented to the America's Finest Charter School Board of Directors for consideration and approval.

CONTACT INFORMATION

AMERICA'S FINEST CHARTER SCHOOL

730 45th Street
San Diego, California 92102

Phone: 619-694-4809

Title IX Coordinator

Dr. Esther Omogbehin, Interim Executive Director
Email: eomogbehin@myafcs.org

Questions, concerns, or complaints regarding Title IX, sex discrimination, sex-based harassment, or related matters may be directed to the AFCS Title IX Coordinator.

BOARD ADOPTION

This policy shall become effective upon approval by the America's Finest Charter School Board of Directors.

Date of Adoption: October 19, 2026

Secretary of the Board: _____

Board Meeting Date: October 19, 2026