



Fredericksburg Public Schools

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August 31, 2020

Dear Students, Parents, Employees, and Community Constituents:

My name is Dr. Matt Eberhardt and I am one of the Title IX Coordinators for Fredericksburg City Public Schools ("FCPS"). Title IX of the Education Amendments Act of 1972 is a federal law that states: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."

The purpose of this correspondence is to provide official notice that on May 6, 2020, the U.S. Department of Education, Office of Civil Rights (OCR), released the final regulations implementing Title IX. These new regulations went into effect on August 14, 2020.

Pursuant to 34 C.F.R. 106.8(b), this is to notify you that in compliance with Title IX and its implementing regulations, FCPS does not discriminate on the basis of sex in its education program or activity and this nondiscrimination commitment extends to both admission and employment.

FCPS' Policy [JFHA](#) (Prohibition Against Harassment and Retaliation) for students and Policy [GBA](#) (Prohibition Against Harassment and Retaliation) for employees provide a comprehensive overview of how to file a complaint and set forth a grievance process that is in compliance with Title IX.

To file a complaint and/or to obtain more information about Title IX, you may contact either Title IX Coordinator anytime at:

Dr. Matt Eberhardt Title IX Coordinator / Interim Deputy Superintendent Fredericksburg City Public Schools 210 Ferdinand Street Fredericksburg, VA 22401 Phone: (540) 372-1092 Email: meberhardt@cityschools.com	Mrs. Sue Keffer Title IX Coordinator / Director of Human Resources Fredericksburg City Public Schools 210 Ferdinand Street Fredericksburg, VA 22401 Phone: (540) 372-1092 Email: skeffer@cityschools.com
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In addition, inquiries about the application of Title IX also may be directed to the Assistant Secretary for Civil Rights of the U.S. Department of Education. For contact information, please visit: <https://www2.ed.gov/about/offices/list/ocr/contactus2.html>.

Retaliation against an individual who reports sexual harassment or participated in any related proceeding is strictly prohibited.