

# Sexual Harassment Policy and Title IX Roles 2022-23

## Sexual Harassment Policy

Sexual harassment constitutes unlawful sex discrimination. It is the policy of the school to maintain a learning and working environment that is free from sexual harassment.

It is a violation for any employee of the school to harass another staff member or student through conduct or communication of a sexual nature. It is also a violation of this policy for students to harass other students through conduct or comments of a sexual nature.

Furthermore, it shall be a violation of this policy for any person who is not an employee or student of the school to harass a staff member or student of the school through conduct or comments of a sexual nature while such employee is engaged in the performance of duties for the school or while such student is under school supervision.

Employees or students who experience any form of sex discrimination including sexual harassment are entitled to protections under Title IX. Employees who experience or learn of such discrimination should report it to administration immediately. Under federal law, the school has designated several administrators to play roles in investigating any Title IX complaints:

- Coordinators- Shenika Bishop, Kristen Hood
- Investigators- Shenika Bishop, Kristen Hood
- Decision Maker- Sarah Christman
- Appeals- Eleanor White

The school's full Title IX Policy is part of the Board Policy Manual (section 4.1, 4.2). See our website for a full, up-to-date copy of the Policy Manual.