



Book	BYLAWS AND POLICIES
Section	5000 STUDENTS
Title	TITLE IX POLICY FORBIDDING SEX DISCRIMINATION, HARASSMENT, AND TEEN DATING ABUSE
Number	5518
Status	Active
Adopted	November 17, 2020

1) POLICY AGAINST SEX DISCRIMINATION

In accordance with applicable law, including Title IX of the Education Amendments of 1972 and the Indiana Civil Rights Law, it is the policy of Edison School of the Arts that no person will be excluded from participation in, be denied the benefits of, or be subjected to discrimination in any education program or activity on the basis of sex. A student or employee may not, on the basis of sex, be limited in the enjoyment of any right, privilege, advantage, or opportunity, including courses, extracurricular activities, benefits, facilities or employment. ³On the basis of sex includes because of one's sexual orientation or gender identity.

2) PROHIBITION AGAINST SEXUAL HARASSMENT AND TEEN DATING ABUSE

- a. The policy against sex discrimination includes a prohibition against sexual harassment, including teen dating abuse. Sexual harassment consists of sexual advances, sexual gestures, requests for sexual favors, or other verbal or physical conduct of a sexual nature that is unwelcome. This also includes the aforementioned behavior that arises in the context of teen dating, including teen dating abuse/violence.
- b. This policy prohibits sexual harassment by a student, employee or agent of Edison School of the Arts, and by third parties who come in contact with students at school or at

school-related activities. This policy also prohibits any employee from being in a locked room with a student.

c. **Teen Dating Abuse**

- i. Teen dating abuse, sexual harassment, and sexual violence are prevalent nationally and in Indiana. Experience of teen dating abuse, sexual harassment, and sexual violence are connected to negative academic, physical, behavioral, social and emotional outcomes for youth. The Board has determined that a safe and civil environment in school is necessary for students to learn and to achieve high academic standards. All members of the school community, including administrators, faculty, staff, parents and students will be engaged in the school's work to establish a respectful school climate here all members can safely learn and thrive. Specifically, the district seeks to:
 - a) Place the primary responsibility for preventing abusive behavior on members of the school staff by implementing prevention strategies to promote a safe and respectful school climate;
 - b) Reinforce the respectful school climate by holding students engaging in abusive behavior accountable for that behavior; and
 - c) Enable disclosure among students experiencing abuse so that the school can take steps to eliminate abuse where it is happening and to remedy the effects of that abuse.
- ii. To further the school's objective in preventing, stopping and remedying teen dating abuse, the superintendent shall appoint a Teen Dating Abuse Advocate from among school staff at each district school with teenage grade level students. The specific duties of the Teen Dating Abuse Advocate role will be developed at the Executive Director, CEO's discretion.
- iii. The school shall also take preventative measures against teen dating abuse by providing and publishing resources, both online and in person form. The school should seek to publish resources in locations and formats that are most accessible to students and educators. Those resources may include written or audio-visual information, in-person or online training, and contact information for organizations that provide support to students and educators.

3) **TITLE IX COORDINATOR**

- a. Edison School of the Arts has designated a Title IX Coordinator, who has responsibility for Edison School of the Arts' compliance with Title IX, including directing the investigation of complaints and reports of sex discrimination and harassment, including teen dating abuse, and assuring that prompt and effective corrective action is taken.
- b. The name and contact information of the Title IX Coordinator is included in the Administrative Guidelines accompanying this policy and will be published annually.

4) **MANDATORY REPORTING POLICY**

- a. Every employee of Edison School of the Arts is required to immediately complete a Title IX Report and send it to the Title IX Coordinator if there is suspected sex discrimination or harassment of a student, whether it is based on the employee witnessing such conduct or on information from the student, the student's parent, or a third party.
- b. Every employee is also required to immediately report (prior to the Title IX reporting obligation above) an allegation of suspected sex discrimination or harassment of student that also meets the criteria for child abuse/neglect to the Department of Child Services ('DCS'). Please see Board Policy 8462 Child Abuse and Neglect and Administrative Guidelines 3213.01/4213.01 Procedures for Reporting Suspected Child Abuse and Neglect for further information regarding requirements for DCS reporting.
- c. Any employee who suspects, or learns of an allegation of, sexual harassment by an employee against a student (including retaliation related to such matters) is required to also report the allegation to Human Resources once applicable reporting requirements in paragraphs a. and b. above have been completed.

5) **COMPLAINT AND INVESTIGATION PROCEDURES**

- a. The Executive Director, CEO is directed to promulgate administrative guidelines and arrange for appropriate training for implementation of this policy. The guidelines will include complaint procedures providing for prompt and equitable resolution of complaints alleging sex discrimination or harassment of a student, including specific guidelines addressing teen dating abuse/violence.
- b. This policy should be read in conjunction with Edison School of the Arts' general anti-harassment policy (BP 5517) and procedures for reporting abuse and neglect to Child Protective Services.