



Book	BYLAWS AND POLICIES
Section	5000 STUDENTS
Title	PROHIBITION OF DISCRIMINATION AND HARASSMENT
Code	5517
Status	Active
Adopted	November 17, 2020

1) GENERAL POLICY STATEMENT

a. It is the policy of the Board to maintain an education and work environment which is free from all forms of unlawful discrimination and harassment. This commitment applies to all Edison School of the Arts operations, programs, and activities. All students, administrators, teachers, staff, and all other school personnel share responsibility for avoiding, discouraging, and reporting any form of unlawful discrimination and harassment. This policy applies to unlawful conduct occurring on school property, or at another location if such conduct occurs during an activity sponsored by the Board.

b. The Board will vigorously enforce its prohibition against discrimination and harassment based on race, color, national origin, religion, disability, sex, sexual orientation, gender identity, or any other unlawful basis, and encourages those within the Edison School of the Arts community as well as third parties who feel aggrieved to seek assistance to rectify the problems. Edison School of the Arts will investigate all allegations of discrimination and harassment and, in those cases where unlawful conduct is substantiated, Edison School of the Arts will take immediate steps to end the discrimination or harassment. Individuals who are found

to have engaged in unlawful discrimination or harassment will be subject to appropriate disciplinary action.

2) POLICY AGAINST DISCRIMINATION

In accordance with applicable law, it is the policy of Edison School of the Arts that no student 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 race, religion, national origin, or disability. A student may not, on the basis of race, religion, national origin, or disability, be limited in the enjoyment of any right, privilege, advantage, or opportunity, including courses, extracurricular activities, benefits, and facilities.

3) PROHIBITION AGAINST UNLAWFUL HARASSMENT

a. The policy against unlawful discrimination includes a prohibition against harassment based on a student's race, religion, national origin, or disability. Unlawful harassment consists of verbal or other conduct that is based on a student's race, religion, national origin, or disability, that is unwelcome, and that limits or denies a student's ability to participate in or benefit from the education program.

b. This policy prohibits unlawful harassment by an employee or agent of Edison School of the Arts, by another student, and by third parties who come in contact with students at school or at school-related activities.

4) SEX DISCRIMINATION AND HARASSMENT

a. Edison School of the Arts forbids discrimination and harassment based on sex and has adopted Board Policy No. 5518, Title IX Policy Forbidding Sex Discrimination and Harassment. The Administrative Guidelines implementing that policy explain how to make a complaint or report of sex discrimination or harassment and what action will be taken to address such complaints.

5) OTHER VIOLATIONS OF LAW AND POLICY

Edison School of the Arts will also take immediate steps to impose disciplinary action on individuals engaging in any of the following prohibited acts:

a. Retaliating against a person who has made a report or filed a complaint alleging discrimination or harassment, or who has participated as a witness in a discrimination or harassment investigation.

- b. Disregarding, failing to investigate adequately, or delaying investigation of allegations of discrimination or harassment, when responsibility for reporting and/or investigating such charges comprises part of one's supervisory duties.
- c. Filing a knowingly false report or complaint of discrimination or harassment.

6) **COMPLAINT COORDINATORS**

Edison School of the Arts has designated Complaint Coordinators, who have responsibility for Edison School of the Arts' compliance with this policy, including directing the investigation of complaints and reports of discrimination and harassment and assuring that prompt and effective corrective action is taken. The names of the Complaint Coordinators and their contact information will be included in the Administrative Guidelines that supplement this policy and will be published annually.

7) **COMPLAINT PROCEDURE**

- a. Parents and students are encouraged promptly to submit a complaint or provide information about suspected discrimination or harassment so that Edison School of the Arts can take appropriate action to resolve the situation. A parent or student should make the complaint or report by telephoning Edison School of the Arts at 317-226-4992. The school will provide the Complainant with the name and contact information of the appropriate Complaint Coordinator and will advise the Complaint Coordinator of the complaint and provide contact information for the Complainant. If the parent or student first makes the report or complaint to the building administrator, school counselor or social worker, that person must provide the Complainant with the name and contact information of the appropriate Complaint Coordinator and advise the Complaint Coordinator of the complaint and provide contact information for the Complainant.
- b. A report should be made as soon as possible after the complained-of incident so that Edison School of the Arts can address the matter while memories are fresh and before a situation becomes more severe.
- c. Every employee of Edison School of the Arts is required immediately to report in writing to the Complaint Coordinator suspected discrimination or harassment of a student whether it is based on the employee's witnessing such conduct or on information from the student, the student's parent, or a third party.

8) INVESTIGATIVE AND CORRECTIVE ACTION

- a. The Complaint Coordinator will promptly investigate, or direct the investigation of, complaints and reports of discrimination or harassment. The investigation will be completed in a timely manner, the time depending on the nature and complexity of the issues but generally taking no more than 30 days.
- b. The Complaint Coordinator will assist the building principal in determining whether to take interim measures during the investigation.
- c. At the conclusion of the investigation, the Complaint Coordinator will report the result to the CEO, Executive Director, including, where appropriate, making a recommendation for reasonable, timely, age-appropriate, and effective correction action. The CEO, Executive Director may impose discipline up to and including a recommendation for employee termination or student expulsion. The Complaint Coordinator will advise the Complainant and the person accused of misconduct, in writing, whether or not the allegations were found to be substantiated.
- d. Except to the extent an employee or student has a statutory or contractual right to challenge the Superintendent's recommendation for expulsion or termination, the decision of the Superintendent is final.

9) GUIDELINES

The CEO, Executive Director is directed to promulgate administrative guidelines and arrange for appropriate training for implementation of this policy.

