

TITLE IX, HARASSMENT, INTIMIDATION, DISCRIMINATION, AND BULLYING POLICY

Presentation to AoA Board

5/26/2022

Significant Revisions From Prior Policy

- ❑ Explicit language specific to Title IX and sexual harassment (definitions, reference to laws)
- ❑ Acknowledge of the negative impact (of bullying, sexual harassment, etc.) impact on both the victims and the entire school community
- ❑ Identifies both Dean of Students as Title IX Coordinators (Principles and ED when necessary are decision makers)
- ❑ More extensive definitions of each of the four areas
- ❑ Updated legal language - especially specific to Title IX
- ❑ Significant addition of what AoA can do to create a more inclusive, safe culture including professional development for staff and explicit teaching to students
- ❑ More extensive, specific language about the investigative and response processes.
- ❑ We removed unnecessary language such as “AoA will promptly and thoroughly investigate and respond to any complaint prohibited by this Policy in a manner that is not deliberately indifferent and ...”
- ❑ Took out the section which gave a long list of the protected classes and instead gave a couple of examples instead

Suggested Motion (For December 15)

Suggested Motion: The Academy of Alameda Board approves the updated Title IX, Harassment, Intimidation, and Bullying Policy