

KIPP Nashville

PUBLIC SCHOOLS

Title IX & Sexual Harassment

In order to maintain a safe, civil, and supportive learning environment, all forms of sexual harassment and discrimination on the basis of sex are prohibited. This applies to all KIPP employees, employees' behaviors, students, and students' behavior while on school property, at any school-sponsored activity, on school property, at any school-sponsored activity, on school- provided equipment or transportation, or at any official bus stop in accordance with federal law.

Title IX Coordinator

The Title IX Coordinator will respond promptly to all general reports as well as formal complaints of sexual harassment. The Title IX Coordinator shall be kept informed by school-level personnel of all investigations and will provide input on an ongoing basis as appropriate. The Title IX Coordinator may deputize another employee to act as Title IX Coordinator.

Any individual may contact the Title IX Coordinator at any time using the information below:

Name: Scheherazade Bolden

Mailing address: 3410 Knight Dr. 37207

Attn: Human Resources

Email: sbolden@kippnashville.org

Definitions:

"Complainant" is an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

"Respondent" is an individual who is reported to be the perpetrator of conduct that could constitute sexual harassment.

"Sexual harassment" is conduct on the basis of sex that satisfies one or more of the following:

1. A school district employee conditioning an aid, benefit, or service of an education program or activity on an individual's participation in unwelcome sexual conduct;
2. Unwelcome conduct determined by a reasonable person to be severe, pervasive, and objectively offensive that it effectively denies a person equal access to the education program or activity; or

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3. Sexual assault, dating violence, domestic violence, or stalking as defined in state and federal law.

Behaviors that constitute sexual harassment may include, but are not limited to:

1. Sexually suggestive remarks;
2. Verbal harassment or abuse;
3. Sexually suggestive pictures;
4. Sexually suggestive gestures;
5. Harassing or sexually suggestive or offensive messages that are written or electronic;
6. Subtle or direct propositions for sexual favors; and
7. Touching of a sexual nature.

Sexual harassment may be directed against a particular person or persons, or a group, whether of the opposite sex or the same sex.

“Supportive measures” are non-disciplinary, non-punitive, individualized services offered to the complainant and the respondent, as appropriate. These measures may include, but are not limited to, the following:

1. Counseling;
2. Course modifications;
3. Schedule changes; and
4. Increased monitoring or supervision.

Any measures offered will remain confidential to the extent that maintaining such confidentiality would not impair the ability of the authorized representative to provide supportive measures.

All employees are responsible for reporting potential Title IX sexual harassment violations. KIPP Nashville forbids retaliation against anyone for reporting harassment, assisting in making a harassment complaint, or cooperating or refusing to participate in a harassment investigation. Retaliation may result in further disciplinary action being warranted.

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Grievance Process

Any individual who has knowledge of behaviors that may constitute a violation of this policy shall report such information to the Title IX Coordinator within 24 hours.

Appeals

Either party may appeal from a determination of responsibility based on a procedural irregularity that affected the outcome, new evidence that was not reasonably available at the time of determination that could affect the outcome or an alleged conflict of interest on the part of any personnel chosen to facilitate the grievance process. Appeals shall be submitted to the Title IX Coordinator within ten business days of a determination of responsibility.