

## **SEXUAL HARASSMENT - PROCEDURES**

Employees and students in the Jackson Public School District ("JPSD" or the "District") are protected from sexual discrimination, including sexual harassment, by Title IX of the Education Amendment of 1972 to the Civil Rights Act. It is the intent of the Board to maintain an environment free from sexual harassment of any kind. Therefore, unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature amounting to or constituting harassment are prohibited.

Each employee in the District is a mandatory reporter of child abuse. Additionally, each employee in the District is an Official with Authority and responsible for violation of the Sexual Harassment Policy to the Title IX Coordinator. The District will respond whenever any employee has notice of sexual harassment, including allegations of sexual harassment.

The District will ensure reasonable prompt timeframes are met for the completion of the grievance process, this includes filing and resolving appeals while accounting for delays such as law enforcement involvement, absence of a witness, party, etc. with written notice to both parties explaining the reasons for delay.

### **SECTION 1: GENERAL RESPONSE**

**1.2 Reporting to Employees of Jackson Public School District:** If employees of the District are notified of Sexual Harassment, they shall promptly report such Sexual Harassment to the Title IX Coordinator who will take immediate action under this Policy.

**1.3 Reporting to Law Enforcement:** Reports may be filed with local law enforcement agencies. The Title IX Coordinator can assist with contacting law enforcement agencies. Law enforcement investigations are separate and distinct from Jackson Public School District investigations.

**1.4 Time Limits on Reporting.** There are no time limits on reporting Sexual Harassment to the Title IX Coordinator or the District. If the Respondent is no longer subject to the Jackson Public School District's Education Program or Activity or significant time has passed, the District will have limited ability to investigate, respond and/or provide disciplinary Remedies and Sanctions.

**1.4 Initial Response to Reported Sexual Harassment:** Upon receipt of



3.2

(7) Notice of the JPSD Code of Conduct provision that prohibits knowingly making false statements or knowingly submitting false information during the grievance process.

The Notice of Allegations will be updated and written notice provided to the parties if at any time during the investigation, the JPSD decides to investigate allegations about the Complainant or Respondent that are not included in the initial Notice of Allegations.

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2.

- Public School District's education program or activity will be provided by the Jackson Public School District to the Complainant<sup>2</sup>; and
- The procedures and permissible bases for the Complainant and Respondent to appeal.

SECTION 7: I





