

## **Sexual Harassment Statement**

### Sexual Harassment and/or Sexual Violence

Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex (gender) in educational programs and activities. All public schools receiving any Federal funds must comply with Title IX. Under Title IX, discrimination on the basis of sex can include sexual harassment or sexual violence, such as rape, sexual assault, sexual battery, and sexual coercion.

The Southeast Dubois County School Corporation does not tolerate sexual harassment or sexual violence in any form. Contact a teacher, counselor, assistant principal, or principal if you believe you have been the victim of sexual harassment or sexual violence. You may also contact the superintendent's office at 432 E 15<sup>th</sup> Street, Ferdinand, IN 47532. The School Corporation has identified NAME as the School Corporation's Title IX coordinator who will be responsible for ensuring that the Corporation complies with and carries out its responsibilities under Title IX, including investigation of complaints alleging noncompliance with Title IX. The Title IX coordinator is located at ADDRESS and may be reached at PHONE NUMBER.

The School will respond promptly and effectively to all complaints of sexual harassment and/or sexual violence. Even if the complainant does not want the school to take any action, an investigation will take place to determine what occurred and then take appropriate steps to resolve the situation. The investigation will be initiated within one (1) business day of a report and will ordinarily be completed within thirty (30) calendar days. A criminal investigation into allegations of sexual harassment or sexual violence does not relieve the school of its duty under Title IX to resolve complaints promptly and equitably.

The School will follow normal disciplinary procedures which include listening to and documenting the complainant's cause, impartially investigating the incident, allowing for questions and additional information as necessary; taking disciplinary action where appropriate; notification of the outcome of the complaint, and notification that both parties may file an appeal (if applicable). Disciplinary action under the sexual harassment policy may include but not be limited to suspension and expulsion for students and termination for employees. Students or employees who retaliate against individuals who report sexual harassment will also be promptly disciplined. The School will determine the outcome by a preponderance of the evidence standard.

If you want to learn more about your rights, or if you believe that a school is violating Federal Law, you may contact the U.S. Department of Education, Office for Civil Rights, at (800) 421-3481 or [ocr@ed.gov](mailto:ocr@ed.gov). If you wish to fill out a complaint form online, you may do so at: <http://www2.ed.gov/about/offices/list/oct.complaintintro.html>