

Harmony Public Schools

Title IX/Civil Rights Complaint Guidance Document

Per HPS Policy reports of discrimination based on age, gender and/or disability and civil rights complaints, including sexual harassment and sexual misconduct are to be directed to the Title IX Coordinator.

What does this mean?

ALL cases regarding discrimination based on protected rights and ALL cases regarding harassment must be brought to the attention of Harmony Public Schools Title IX Coordinator.

Upon receipt of these cases the HPS Title IX Coordinator will work collaboratively with the campus and key stakeholders to assure the cases are handled following HPS policy.

Title IX and Civil Rights Complaint Examples:

- **Sexual Harassment Student to Student / Sexual Harassment Educator to Student / Sexual Harassment Educator to Educator**
 - Examples:
 - Allegations of inappropriate conduct between a staff member and student
 - Such as a staff member engaging in sexually-oriented conversations with a student or physically contacting a student that would reasonably be construed as sexual in nature or threatening or enticing students to engage in sexual behavior in exchange for grades or school-related benefits.
 - Allegations of inappropriate conduct between staff members
 - Such as a staff member constantly making derogatory remarks to other staff members that are sexual or discriminatory in nature.
 - Touching intimate body parts, coercing physical conduct that is sexual in nature, jokes and conversations sexual in nature.

- **Prohibited Harassment based on race, color, religion, gender, national origin, age, and/or disability. Student to Student / Educator to Student / Educator to Educator**
 - Examples:
 - Offensive or derogatory language directed at another person's beliefs, accent, skin color, or need for accommodations.
 - Racial slurs, offensive jokes, name calling, etc.
 - Refusing to hire an employee due to race, color, religion, gender, etc.
 - Only allowing male students to participate in a class activity where there are both male and female students in the class.