

## **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

**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





