

TITLE IX HARASSMENT POLICY

Behavior of GSA Employees with Students

All GSA employees, including teachers, coaches, counselors, administrators, staff, and volunteers, are expected to maintain the highest professional, moral, and ethical standards in their conduct and relationships with students.

Examples of *inappropriate* behavior with students include, but are not limited to

- Any type of sexual or sexually suggestive interaction with students, including sexual advances, requests for sexual favors, pressure to engage in sexual activity, physical contact of a sexual nature, and gestures, comments, or other physical, written, or verbal conduct that is sexually explicit.
- Any form of harassment, whether based on race, color, sex, sexual orientation, religion, ancestry or national origin, or disability. Harassment may be written or spoken and may or may not include physical intimidation and/or threats.
- Singling out a particular student or students for personal attention and friendship beyond the normal teacher-student relationship.
- Sexual banter, allusions, jokes or innuendos with students.
- Asking a student to keep a secret.
- Disclosing one's own personal, sexual, family, or employment concerns to students.
- Addressing students in an overly familiar manner, including the use of terms of endearment and pet names.
- "Friending" students or engaging in any other interactions on social networking sites (outside of any school-approved activity).
- Communicating with students on non-school matters via computer, text message, phone calls, letters, notes or any other means.

Harassment of students by school employees, including sexual harassment, is grounds for dismissal. The Title IX Coordinator will investigate complaints of harassment.

The Title IX Coordinator is Assistant Head of School Rebecca Gratz.