

HERRON CLASSICAL SCHOOLS
Herron High School / Riverside High School / Herron Preparatory Academy
Title IX Anti-Harassment Statement

Herron Classical schools does not discriminate on the basis of sex in its educational programs and activities or tolerate sexual harassment. Sexual harassment includes sexual violence and any other harassment based on sex. Any student who believes he or she has been subjected to sexual harassment is encouraged to report the incident(s) to school officials. Herron Classical Schools is committed to conducting a prompt investigation. Students and/or parents may file a complaint of sexual harassment by contacting any member of school leadership, including a Counselor, an Administrator, a teacher, or Herron Classical Schools Title IX Coordinator. Harassment that rises to the level defined by the federal regulations for Title IX violations and outlined in the HCS Title IX Policy will be investigated as a formal Title IX complaint. Complaints of harassment that do not rise to the level of unlawful activities under federal regulations for Title IX violations will be addressed under the school's general disciplinary process. Complaints of sexual harassment may be made verbally, in person or by phone, or in writing by email or mail, or by submitting the complaint in writing and handing the document to one of the people listed in this document.

Certain members of the school's Leadership team and the Title IX Coordinator are responsible for investigating complaints of sexual harassment. This team includes Members of the school's Leadership team and the Title IX Coordinator are responsible for addressing harassment and Title IX complaints. If the incident rises to the level of a Title IX complaint, the Title IX team includes: HHS – Atticus Westerfeld, Chasidi Bell; HRHS - Amanda Ratliff, Brent Mann; HPA – Lacy Rose, Assistant Head of School, Cari Roush, Director of Student Culture, Heads of School and the following leadership members: Anne Deckard, Katie Dorsey, Emanuel Harper, Katie Dorsey, and Cody Whitesell. Once an investigation is completed and a decision regarding disciplinary action taken, reporters and responders may file for an appeal: If the investigation includes an allegation against a school employee, the investigation will be conducted by executive leadership and the network's HR contractor. Investigations will be launched immediately upon the filing of a complaint and will be completed promptly. In many cases, investigations may be resolved within 5 school days, but in some situations, the investigation may require up to 60 days to complete.

In the event the behavior is determined to be a potential Title IX violation, the network's Title IX grievance procedure will be followed. Both parties will receive written notification that a Title IX investigation has been initiated. Both parties will be provided copies of all evidence collected during the investigation. Both parties may elect to include advocates of their choice. Both parties may submit questions to be asked of the other party. Completed investigation documents will be provided to the assigned Decision Maker. All parties will be notified in writing of the outcome of the investigation. Investigations and determinations will be based on *a preponderance of evidence* in accord with Federal requirements. Appropriate disciplinary sanctions of individuals who engage in sexual harassment will be implemented and may include suspension or expulsion of a student and suspension or termination of an employee. Either party will have 5 days to file an appeal following the Decision Maker's determination. A complete *Policy Regarding Sexual Harassment and other Unlawful Harassment* is distributed to all students and is available on our website.

Students or employees who retaliate against individuals who report sexual harassment will be promptly disciplined. The school's Title IX coordinator, Karen Laliuff, will be responsible for ensuring that the school complies with and carries out its responsibilities under Title IX, including investigation of complaints alleging noncompliance with Title IX. Please refer questions about this policy to:

Karen Laliuff
Title IX Coordinator, Herron Classical Schools
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317-231-0010 X 1113
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