



Book	BYLAWS AND POLICIES
Section	5000 STUDENTS
Title	TITLE IX POLICY FORBIDDING SEX DISCRIMINATION, HARASSMENT, AND TEEN DATING VIOLENCE
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1) POLICY AGAINST SEX DISCRIMINATION

Title IX of the Education Amendments of 1972 states that: “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.” It is the practice of Indianapolis Public Schools to abide by applicable law, including Title IX and the Indiana Civil Rights Law. Therefore, a student or employee may not, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any IPS program. “On the basis of sex” includes because of one’s sexual orientation or gender identity.

2) PROHIBITION AGAINST SEXUAL HARASSMENT

- a. Sexual Harassment includes the actual or attempted offenses of sexual harassment, sexual assault, dating violence, and stalking. Acts of sexual harassment may be committed by any person upon any other person regardless of the sex, sexual orientation, and/or gender identity of those involved. Sexual harassment consists of sexual advances, sexual gestures, requests for sexual favors, or other verbal or physical conduct of a sexual nature that is unwelcome. This also includes the aforementioned behavior that arises in the context of teen dating, including teen dating abuse/violence.

b. Teen Dating Violence

- i. Sexual harassment, including teen dating violence is prevalent nationally and in Indiana. It is connected to negative academic, physical, behavioral, social and emotional outcomes for youth. Therefore, a safe and civil environment in school is necessary for students to learn and to achieve high academic standards. All members of the school community, including administrators, faculty, staff, parents and students will be engaged in the district's work to establish a respectful school climate where all members can safely learn and thrive. Specifically, the district seeks to:
 - A. Place the primary responsibility for preventing abusive behavior on members of the school staff by implementing prevention strategies to promote a safe and respectful school climate;
 - B. Reinforce the respectful school climate by holding students engaging in abusive behavior accountable for that behavior; and
 - C. Enable disclosure among students experiencing violence so that the school can take steps to eliminate the behavior and remedy the effects.
 - ii. To further the district's objective in preventing teen dating violence and remedying the effects, the superintendent shall appoint a Teen Dating Violence Advocate ("TDA") from among school staff at each district school with teenage grade level students. The specific duties of the TDA role will be developed at the superintendent's discretion.
 - iii. The District shall also take preventative measures against teen dating violence by providing and publishing resources, both online and in print form. The District will seek to publish resources in locations and formats that are most accessible to students and educators. Those resources may include written or audio-visual information, in-person or online training, and contact information for organizations that provide support to students and educators.
- c. This policy prohibits sexual harassment by a student, employee or agent of IPS. The person accused of committing such an offense ("Respondent") must be a member of the IPS community for this policy to apply. If the Respondent is unknown or is not a member of the IPS community, the Title IX Coordinator or designee can assist the Complainant in identifying appropriate school and local recourses and support options.
- d. This policy also prohibits any employee from being in a locked room with a student.

3) TITLE IX COORDINATOR

- a. IPS has designated a Title IX Coordinator, as required by law, who has responsibility for IPS' compliance with Title IX, including directing the investigation of grievances and reports of sex discrimination and harassment, including teen dating violence, and assuring that prompt and effective corrective action is taken.
- b. The name and contact information of the Title IX Coordinator is included in the Administrative Guidelines accompanying this policy and will be published annually.

4) MANDATORY REPORTING POLICY

- a. Every employee of IPS is required to immediately report suspected sex discrimination or harassment of a student to the Title IX Coordinator, whether it is based on the employee witnessing such conduct or being informed of such conduct.
- b. Every employee is also required to immediately report (prior to the Title IX reporting obligation above) an allegation of suspected sex discrimination or harassment of student that also meets the criteria for child abuse/neglect to the Department of Child Services ("DCS"). Please see Board Policy 8462 Child Abuse And Neglect and Administrative Guidelines 3213.01/4213.01 Procedures for Reporting Suspected Child Abuse and Neglect for further information regarding requirements for DCS reporting.
- c. Any employee who suspects, or learns of an allegation of, sexual harassment by an employee against a student (including retaliation related to such matters) is required to also report the allegation to Human Resources once applicable reporting requirements in paragraphs a. and b. above have been completed.

5) COMPLAINT AND INVESTIGATION PROCEDURES

- a. The Superintendent is directed to promulgate administrative guidelines and arrange for appropriate training for implementation of this policy. The guidelines will include complaint procedures providing for prompt and equitable resolution of complaints alleging sex discrimination or harassment of a student, including specific guidelines addressing teen dating violence.
- b. This policy should be read in conjunction with IPS' general anti-harassment policy (BP 5517) and procedures for reporting abuse and neglect to Child Protective Services.