



Title IX Sexual Harassment & Non-Discrimination Policy

Following is Great Oaks Charter School Wilmington's Sexual Harassment and Non-Discrimination Policy pursuant to the requirements set forth in Title IX:

Great Oaks Charter School - Wilmington (GOWILM) affirms that no person shall, on the basis of sex, disability, race, color, age, creed, religion, sexual orientation, gender identity, national origin, ancestry, veteran's status or genetic information be excluded from participation in, be denied the benefits of, or be subjected to discrimination in any educational program or activity. In addition, no person shall, on any of these bases, be excluded from participation in, be denied the benefits of, or be subjected to discrimination in employment, or recruitment, or consideration, or selection, therefore, whether full-time or part-time, under any educational program or activity operated by the district. GOWILM shall make reasonable accommodations for qualified individuals with disabilities upon request.

Anti-Harrassment / Anti-Retaliation Statement

GOWILM does not tolerate sexual harassment. Any individual who believes they have been subjected to sexual harassment is strongly encouraged to make a report which will be promptly and thoroughly investigated. Retaliation against individuals who file complaints about sexual harassment, or participate in the investigation of such complaints, is strictly prohibited.

Students or staff found to have engaged in sexual harassment or retaliation will be promptly disciplined, and such discipline may include, if circumstances warrant, suspension, expulsion and/or termination. Students, parents, and staff are encouraged to work together to prevent sexual harassment and immediately address any forms of exhibited harrassment.

Examples of sexual harassment include but are not limited to:

- A school employee conditioning an educational benefit or service upon a person's participation in unwelcome sexual conduct (often called "quid pro quo" harassment)
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the school's education program or activity (often called "hostile work environment")
- Sexual assault, dating violence, domestic violence, or stalking (as those offenses are defined in the Clery Act, 20 U.S.C. § 1092(f), and the Violence Against Women Act, 34 U.S.C. § 12291(a)).

Notice of Non-Discrimination

Pursuant to Title IX of the Education Amendment Act of 1972, GOWILM does not discriminate on the basis of sex in the education programs or activities that it operates. This requirement not



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to discriminate in the District's education programs and activities extends to employment with and admission to the District.

GOWILM employees, volunteers, clients, and applicants have a right to work in a discrimination free environment, including freedom from sexual harassment. Administrators and leaders shall maintain a workplace free of sexual harassment. Sexual harassment policies shall be discussed with employees assuring that insulting and/or degrading sexual harassment shall not be tolerated.

Sexual Harassment Complaint Procedure:

Sexual and impermissible harassment complaints should be reported immediately to GOWILM's Title IX Coordinator. At GOWILM the Title IX Coordinator is the Chief Operating Officer. Sexual harassment complaints will be investigated promptly and all information will be kept confidential. The Executive Director will serve as the Hearing Officer. The GOWILM Board Chair will serve as Appeal Officer.

Any victim or witness of a Title IX violation should immediately submit a documented complaint via email to the Title IX Coordinator. The email should contain:

- Victim's name
- Names of all involved persons
- Date/time of incident(s)
- Complete description of all events.

All GOWILM employees are required to report anytime they:

1. Witness sexual harassment
2. Hear about sexual harassment from any party
3. Receive a written or verbal complaint
4. Learn about GOWILM sexual harassment "by any other means".

Failure to report is a violation of the policy and a harmful act to the Community. Employees who do not report are subject to discipline.

Employees should not promise confidentiality.

Employees should not conduct their own investigations.

Employees should not discuss or disclose information, other than to report to the Title IX Coordinator, for a complaint in which the employee is not a party.

Sexual Harassment Complaint Action:

Title IX investigations confirming allegations require swift and prompt corrective action and disciplinary action. The GOWILM Executive Director shall inform the Board of Directors of



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alleged policy violations and the respective outcomes of all investigations.

Title IX Information:

In-depth Title IX information may be found at the website for the [Office of Civil Rights](https://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html).
https://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html

Adopted: 10/5/2020

Board of Directors

Great Oaks Charter School- Wilmington