

St George Academy Title IX General Policy

1. Policy

1.1 To educate administration, employees and students as to their Title IX rights and to hold employees and students of St George Academy accountable for keeping the educational environment compliant with Title IX law.

2. Definition of Terms:

2.1 **Discrimination** is intentionally treating a person preferentially or detrimentally due to race, religion, national origin, sex, gender, color, age, disability, orientation, marital status, or other legally protected status.

2.2 **Harassment** is action, verbal or physical, which is unwelcome, demeaning, ridiculing, derisive, or coercive on a severe or pervasive basis that creates a hostile or intimidating educational or working environment for a person regarding race, religion, national origin, sex, gender, color, age, disability, orientation, marital status, or other legally protected status.

2.2 **Sexual Harassment** includes unwelcome sexual behavior, advances, or requests for favors, unwelcome verbal innuendoes, suggestive comments, jokes of a sexual nature, sexual propositions, lewd remarks or threats, display or discussion of any written or graphic material that is sexually suggestive or shows hostility toward an individual or group because of sex, suggestive or insulting sounds, obscene gestures, sexually suggestive or explicit content in letters and notes, facsimiles, e-mail, photos, text messages, tweets and Internet postings directed toward students or other employees or other form of communication that is sexual in nature and offensive.

2.3 **Sexual Misconduct** is comprised of Sexual Assault, Quid Pro Quo Harassment and Unwelcome Sexual Conduct.

2.4 **Quid Pro Quo Harassment** occurs when a school employee conditions education or employment benefits on participation in unwelcome sexual conduct.

2.5 **Unwelcome Sexual Conduct** is conduct that a reasonable person would define as pervasive, severe, and objectively offensive as to effectively deny a person equal access to educational programming or activities.

2.6 **Sexual Assault** under Title IX includes dating violence, domestic violence or stalking (as defined by the Violence Against Women Act) and definitions as put forth by the Clery Act, which is any sexual act directed against another person without consent, including when a person is incapable of giving consent under the law.

3. Title IX rights and protections:

3.1.1 St. George Academy will ensure an educational environment that is free from Discrimination and any form of Harassment, where no student or employee is excluded from participating in its programs based on race, religion, color, national origin, sex, sexual

orientation, gender identity, age, disability status, genetic information, or other legally protected status.

3.1.2 Administration and all employees of St George academy will ensure no person 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 offered by SGA.

3.2 St George Academy prohibits Harassment of any kind and will take appropriate and immediate action in response to complaints or knowledge of harassment in order to halt harassment practices and incidents and will take appropriate disciplinary measures, which may include separation of parties, suspension of student, rearrangement of departmental design or termination of employment.

3.3 Sexual Harassment will not be tolerated at St. George Academy. Incidents of Sexual Harassment will be investigated immediately by administration as soon as knowledge of or allegations are made, and appropriate intervention or disciplinary action will be taken.

3.5 Sexual Misconduct of any kind will not be tolerated at St. George Academy. Sexual Misconduct of any kind will be investigated through the Title IX Grievance Procedures Policy as soon as any school employee has Actual Knowledge of a Sexual Misconduct event and will be submitted as a Complaint by the Title IX Coordinator if no other party submits a Complaint regarding the incident within a reasonable timeframe.

4. Jurisdiction:

4.1 Title IX rights and protections apply under this policy when violations occur during educational programming and/or activities sponsored by St George Academy and occur within the legal borders of the United States.

4.2 Title IX protections apply equally to students, employees, administrators and third parties such as vendors, volunteers, internship providers and mentors.

5. Notification of Non-Discrimination

5.1 St. George Academy will publicly post its non-discrimination statement and Title IX contacts on its website, student and faculty handbooks, and employment paperwork and

5.2 Provide reasonable access to incident reporting through the internet and in person procedures.

6. Training Requirements for Title IX:

6.1 Title IX staff will receive formal training on their respective duties yearly.

6.2 Title IX staff will be vetted by SGA administration to assure that all staff are free from conflict of interest and bias.

6.3 All training for Title IX roles will be posted online, cannot contain stereotypes, and must promote impartiality.

6.4 Expenses for Title IX roles training will be covered by the school.

6.5 All school staff will receive training on school Title IX policy and Grievance Procedures.

7. Retaliation Strictly Prohibited:

7.1 Retaliation of any kind may not intimidate, threaten, coerce, or discriminate against an individual for the purpose of interfering with their Title IX rights or because the individual filed a complaint, testified, participated in, or refused to participate in a Title IX proceeding.

8. Grievance Procedure:

8.1 All board members, administrators, employees, students, volunteers or other persons engaged in employment or educational programming or activities will have equal access to St. George Academy's Title IX grievance process.