

Sexual Harassment

The Academy prohibits all acts of sexual harassment by school staff members, board members and pupils directed toward other staff or pupils. Sexual harassment includes all harassment, including sexual assault, based on gender, gender identity, or sexual orientation. Sexual harassment includes all of the following conduct on the basis of sex:

- A school staff member conditioning an educational benefit or service upon a person's participation in unwelcome sexual conduct (quid pro quo)
- 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; or
- Sexual assault, dating violence, domestic violence, or stalking

The Academy shall promptly respond to all reports of sexual harassment with an investigation and grievance process, ensuring that every complainant receives appropriate support and no respondent is treated as responsible until after receiving due process and fundamental fairness. The Academy shall offer free supportive measures to every alleged victim of sexual harassment, even if a complainant does not wish to initiate or participate in a grievance process. Academy officials shall serve impartially and without bias for or against any party. If the alleged conduct does not fall under Title IX, the Academy may address the allegations under other provisions of this Student Code of Conduct.

Investigation

The Title IX Coordinator shall assign an impartial investigator to conduct a prompt, thorough, and complete investigation of each alleged incident.

Penalties for Violation

Violation of this policy by students may result in supportive measures, restorative practices and/or discipline procedures. Violations by school staff members may result in restorative practices, disciplinary procedures or termination of employment. Violations by board members may result in restorative practices or removal from the Board.

TITLE IX

The Academy certifies compliance with Title IX of the Education Amendments of 1972, as amended, 20 U.S.C 1681 et seq. (Title IX), and its implementing regulation, at 34 C.F.R. Part 106, which prohibits sexual harassment as defined under Title IX and discrimination based on sex. The Academy, as a recipient of federal financial assistance from the United States Department of Education, is subject to Title IX and does not discriminate based on sex, sexual orientation, gender, gender identity and expression, or pregnancy in employment or any educational program or activity it operates. This requirement applies to employment as well. Inquiries about the application of Title IX and its regulations to the school may be referred to the Title IX Coordinator, to the Assistant Secretary for Civil Rights of the U.S. Department of Education, or both.

If students, their parents/guardians, or anyone else on their behalf believe they have been subjected to harassment, including but not limited to harassment related to the students' sex, sexual orientation, gender, gender identity and expression, or pregnancy by school board members, staff, students, vendors, contractors, or other persons doing business with the Academy, it should be immediately reported to the Title IX Coordinator of the school and should provide specific details regarding the event, the date of the event, and the parties involved. The complaint will be considered confidential and will be expeditiously investigated by an impartial investigator, pursuant to the school's Title IX Grievance Procedures, with the assistance of legal counsel as necessary and appropriate. The Title IX Coordinator, Farrah Hatoum, may be contacted in person, by mail, by telephone or by email. The contact information is:

Farrah Hatoum

29777 Telegraph Road || Suite 2120 || Southfield, MI 48034 || 248 849 0730

F.Hatoum@gpssolutions.us

Bullying and Harassment

The Academy prohibits any and all acts of harassment, bullying and intimidation (including cyber-bullying) of students at school. Bullying is equally prohibited without regard to its subject matter or motivating animus. The Academy also prohibits retaliation or false accusation against a target of bullying, a witness, or another person with reliable information about an act of bullying. Bullying means any written, verbal, or physical act, or any electronic communication that is intended or that a reasonable person would know is likely to harm one or more students either directly or indirectly by doing any of the following:

1. substantially interfering with educational opportunities, benefits, or programs of one or more students; or
2. adversely affecting the ability of a student to participate in or benefit from the school's educational programs or activities by placing a student in reasonable fear of physical harm or by causing substantial emotional distress; or
3. having an actual and substantial detrimental effect on a student's physical or mental health; or
4. causing substantial disruption in, or substantial interference with, the orderly operation of the school.

"At school" means in a classroom, elsewhere on school premises, on a school bus or other school-related vehicle, or at a school-sponsored activity or event whether or not it is held on school premises. "At school" includes conduct using a telecommunications access device or telecommunications service provider that occurs on or off school premises if the telecommunications access device or the telecommunications service provider is owned by or under the control of the school.