



STAFF ON STAFF ABUSE POLICY

It is the policy of Cirrus Academy Charter School's Board of Directors and Superintendent/CEO to prohibit any act of harassment of employees based on Staff to Staff abuse be it (mental or physical), namely national origin, sex, religion, age, disability, sexual orientation, race, gender identity or genetic orientation, at all times on the school campus or any school sponsored activity. If any of the above acts are reported and found to be valid, such act will result in prompt and appropriate discipline, including possible termination of employment.

An in-service is held at the beginning of each school year by the Superintendent/CEO to ensure that all staff understands this policy. Once the in-service is complete, all faculty and staff sign the document indicating that they understand all aspects of this policy. Faculty and staff that are employed later in the school year are provided the same in-service and also sign off on the said document.

STUDENT – TEACHER SEXUAL HARASSMENT POLICY

In compliance with the Federal Laws, and the State Charter Commission of Georgia, Cirrus Academy Charter School's Board of Directors, Administration, Teachers and Auxiliary Staff adhere to the policies that are in place namely, Title IX of the Educational Amendments Acts of 1972. This act is clear cut in that it states that *Sexual Harassment* and *Sexual Assault* are unlawful forms of gender discrimination at school throughout the United States of America. Cirrus Academy's Superintendent/CEO takes this issue very serious and reviews it annually with the faculty, staff and student body. In-services is held for the faculty and staff with signed documents for verification and printed in the *Faculty Handbook*; and this information is explored in the *Student Handbook* by their homeroom teacher to ensure that they understand the seriousness of this act.

The protocol for Student – Teacher sexual harassment is for the alleged victim to report immediately to the Superintendent/CEO or designee. The first step will be a thorough investigation. After a thorough investigation, if the act is found to be valid, said act will result in prompt and appropriate discipline as outlined in the handbooks.

TITLE IX of the Educational Amendments Act of 1972

Statute: 20.U.S.> 1681. seq

Regulations: 34.C.F.R. Part 106

Sexual Harassment

Title IX prohibits sexual harassment in schools as the conduct has the effect on denying or limiting a student's ability to participate in or benefit from the school's educational program. Sexual harassment may occur when a teacher or other school employee conditions educational benefits on unwelcome sexual conduct or the school creates or fails to remedy a hostile environment that has the effect of denying a student an educational benefit. Sexual harassment may be perpetrated by school officials, volunteers, students, or other visitors to the school. If a state charter school knows or reasonably should know about sexual harassment that creates a hostile environment, the state charter school must take immediate action to eliminate the harassment, prevent the recurrence, and address the effects.

Creating a safe environment free from sexual harassment is critical to school success. The United States Department of Education's Office for Civil Rights monitors and enforces Title IX in elementary and secondary schools. The Office of Civil Rights has comprehensive guidelines and resources to assist schools in addressing and preventing sexual harassment.