

HERRON HIGH SCHOOL
Title IX Anti-Harassment Statement

Herron High School does not discriminate on the basis of sex in its educational programs and activities or tolerate sexual harassment. Sexual harassment includes sexual violence and any other harassment based on sex. Any student who believes he or she has been subjected to sexual harassment is encouraged to report the incident(s) to school officials. Herron High School is committed to conducting a prompt investigation. Students and/or parents may file a complaint of sexual harassment by contacting any member of school leadership, including the Director of Student Accountability, Director of Student Life, an advisor, a teacher or the school's Title IX Coordinator. Complaints of sexual harassment may be made verbally, in person or by phone, or in writing by email or mail, or by submitting the complaint in writing and handing the document to one of the people listed in this document.

Certain members of the school's Leadership team and the Title IX Coordinator are responsible for investigating complaints of sexual harassment. This team includes Jonathan Harris, Vice President, Academics; Malcolm Gilchrist, Assistant Head of School; Katie Dorsey, Assistant Head of School; Karen Laliuff, Title IX Coordinator; Amy Torres, Director of Student Accountability; and the Counseling/Advisory team. Investigations will be launched immediately upon the filing of a complaint, and will be completed promptly. In many cases, investigations may be resolved within 5 school days, but in some situations, the investigation may require up to 60 days to complete. Both parties will be notified in writing of the outcome of the investigation.

Investigations and determinations will be based on *a preponderance of evidence* in accord with Federal requirements. Appropriate disciplinary sanctions of individuals who engage in sexual harassment will be implemented, and may include suspension or expulsion of a student and suspension or termination of an employee. A complete *Policy Regarding Sexual Harassment and other Unlawful Harassment* has been distributed to all students and is available on our website.

Students or employees who retaliate against individuals who report sexual harassment will be promptly disciplined. The school's Title IX coordinator, Karen Laliuff, will be responsible for ensuring that the school complies with and carries out its responsibilities under Title IX, including investigation of complaints alleging noncompliance with Title IX. Please refer questions about this policy to:

Karen Laliuff
Title IX Coordinator
110 East 16th Street, Room 145
317-231-0010 X 1113
klaliuff@herronhighschool.org