



MNPS TITLE IX INFORMATION:

Title IX of the Education Amendments of 1972

Title IX prohibits discrimination on the basis of sex.

In order to maintain a safe, civil, and supportive learning environment, all forms of sexual harassment and discrimination on the basis of sex are prohibited. This policy shall cover employees, employees' behaviors, students, and students' behaviors while on school property, at any school-sponsored activity, on school-provided equipment or transportation, or at any official school bus stop in accordance with federal law. This policy shall be disseminated annually to all school staff, students, and parent(s)/guardian(s). The Title IX designee as well as any personnel chosen to facilitate the grievance process shall not have a conflict of interest against any party of the complaint. These individuals shall receive training as to how to promptly and equitably resolve student and employee complaints. All employees shall receive training on complying with this policy and federal law.

The Title IX designee shall respond promptly to all general reports as well as formal complaints of sexual harassment. He/she shall be kept informed by school-level personnel of all investigations and shall provide input on an ongoing basis as appropriate. Any individual may contact the Title IX designee at any time using the information below

For further information about students' rights and services, contact the Tennessee Department of Education at 615-741-2731, learn more at www.state.tn.us/education.

The Department of Education is located at: Andrew Johnson Tower, 710 James Robertson Parkway, Nashville, Tenn., 37243.



- [Click to see training materials on atixa.org](https://atixa.org)
- [MNPS training materials for review](#)

PURPOSE PREP HARASSMENT POLICY:

Purpose Prep expressly prohibits any form of unlawful harassment based on race, color, age, sex, religion, national origin, disability, veteran status, marital status, sexual orientation, gender identity, or any other classes as protected by law. Harassment may include, but is not limited to, derogatory, vulgar or

offensive comments or jokes, and distribution of written or graphic material containing such comments or jokes. Sexual harassment is considered to be:

1. Unwelcome sexual advances, requests for sexual favors, and all other verbal or physical conduct of a sexual or otherwise offensive nature, especially where
 - a. Submission to such conduct is made either explicitly or implicitly a term or condition of employment;
 - b. Submission to or rejection of such conduct is used as the basis for decisions affecting an individual's employment; or
 - c. Such conduct has the purpose or effect of creating an intimidating, hostile, or offensive working environment.
2. Offensive comments, jokes, innuendoes, and other sexually oriented statements. 3. Sexually explicit or offensive pictures, greeting cards, articles, books, magazines, photos or cartoons.

Harassment by administrators, trustees, certified and support personnel, students, vendors and other individuals at school or at school-sponsored events is unlawful and is strictly prohibited. Purpose Prep requires all employees and students to conduct themselves in an appropriate manner with respect to their fellow employees, students and all members of the school community, in keeping with our core values of Respect, Integrity, Self-Determination, Excellence, and Purpose.

Employees who experience any job-related harassment based on their sex, race, national origin, disability, or another factor protected by law, or believe that they have been treated in an discriminatory manner, should report the incident to their supervisor or to the Head of School. When we receive a complaint, we will promptly investigate the allegation in a fair and expeditious manner. The investigation will be conducted in such a way as to maintain confidentiality to the extent practicable under the circumstances. Our investigation will typically include a private interview with the person filing the complaint and with any witnesses. We will also usually interview the person alleged to have committed harassment. When we have completed our investigation, we will, to the extent appropriate, inform the person filing the complaint and the person alleged to have committed the conduct of our action.



If Purpose Prep determines that an employee has engaged in inappropriate, harassing or unlawful discriminatory conduct, disciplinary may be taken against the offending employee, up to and including termination of employment.

Purpose Prep prohibits any form of retaliation against any employee for filing a complaint under this policy or for assisting in a complaint investigation.

Problem Resolution: Any employee who believes that s/he has been discriminated against or harassed her/him because of her/his race, color, national origin, sex, **gender identity**, **sexual orientation**, disability, or age in admission to, access to, treatment in, or employment in its services, programs, and activities may file a complaint with the Head of School.

PURPOSE PREP SEXUAL MISCONDUCT POLICY:

Purpose Prep is committed to providing all students a learning environment free from bullying and/or discrimination, including sexual and other harassment. Sexual harassment means any unwelcomed sexual advance or request for sexual favors or conduct of a sexual nature.

- when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's participation in an education program or activity;
- when submission to or rejection of such conduct by an individual is used as the basis of any educational or service decision affecting the individual; and/or
- when such conduct has the purpose or effect of substantially interfering with the student's ability to participate in or benefit from an education program or activity or creating an intimidating, hostile or offensive work or learning environment.

Behaviors that constitute sexual harassment may include, but are not limited to sexually suggestive or offensive remarks; sexually suggestive pictures, sexually suggestive gesturing, verbal harassment or abuse of a sexual nature, harassing, abusive or sexually suggestive or offensive messages sent by e-mail or other electronic medium, subtle or direct propositions for sexual favors, and touching, patting, or pinching. Sexual harassment may be directed against a particular person or persons, or a group, whether of the opposite sex or the same sex.

Any sexual behavior or activity is viewed as unwelcome and nonconsensual when between an adult school employee and a student below the legal age of consent in Tennessee. Additionally, there is a strong presumption that sexual behavior or activity between an adult employee and a student who is above the legal age of consent is unwelcome and nonconsensual.

All School personnel are mandated reporters of suspected abuse and/or neglect. Mandated reporters are required to report suspected child maltreatment immediately when they have "reasonable cause to believe that a child who is 17 years of age or younger and known to them in a professional or official capacity has been harmed or is in danger of being harmed—physically, sexually, or through neglect—and that a caregiver either committed the harm or should have taken steps to prevent the child from harm."



Once you become aware that a student may be a victim of abuse or neglect, you **MUST** take the following steps:

- a) Notify the Head of School, Director of Academics, Dean of Scholars, and Family Engagement Coordinator of the situation.
- b) Call the DCS hotline at 1-877-237-0004 or submit a child abuse referral online at: <https://apps.tn.gov/carat/>.
- c) Complete an incident report.

Head of School, Director of Academics, Dean of Scholars, and Family Engagement Coordinator will assist you and the student in understanding the ramifications of the call and, when appropriate, will contact the parent/guardian. No one in the workplace, even a supervisor, is permitted to suppress, change, or edit a report of abuse. A mandated reporter who willfully fails to report suspected incidents of child abuse or neglect is subject to license suspension or revocation, and commits a misdemeanor. Falsely reporting information to the hotline is also a misdemeanor.

Purpose Prep - Title IX Coordinator

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[Title IX Incident Reporting Form](#)