

ILLINOIS MATHEMATICS AND SCIENCE ACADEMY®
SECTION J
STUDENTS

SEXUAL HARASSMENT AND INTIMIDATION OF STUDENTS

The Board of Trustees of the Illinois Math and Science Academy (“IMSA”) does not discriminate against students on the basis of sex in the provision of programs, activities, services, or benefits, and guarantees both sexes equal access to educational and extracurricular programs and activities.

It is the policy of IMSA to maintain a learning environment that is free from harassment because of an individual’s gender or sex. It shall be a violation of IMSA policy for any student, teacher, administrator, or other IMSA personnel to harass a student through conduct of a sexual nature. It shall also be a violation of IMSA policy for any teacher, administrator or other IMSA personnel to tolerate and/or to knowingly fail to report sexual harassment, as defined by this policy, by a student, teacher, administrator, other IMSA personnel, or by any third parties who are participating in, observing, or otherwise engaged in activities, including sporting events and other extracurricular activities, under the auspices of IMSA.

"Sexual Harassment" includes student-to-student conduct and student-to-staff conduct as well as staff-to-student conduct and staff-to-staff conduct. It means (1) unwelcome sexual advances, (2) sexual advances to students by staff, whether welcome or unwelcome, (3) requests for sexual favors, and/or (4) other verbal or physical conduct of a sexual nature where:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of a person's employment or educational development;
2. Submission to or rejection of such conduct is used as the basis for employment or education decisions affecting such individual; or
3. Such conduct has a purpose or an effect of unreasonably interfering with an individual's work or educational performance, or creating an intimidating, hostile or offensive working or educational environment.

Sexual harassment may include, but is not limited to:

1. Uninvited sex-oriented verbal "kidding" or demeaning sexual innuendoes, leers, gestures, teasing, sexually explicit or obscene jokes, remarks or questions of a sexual nature;

2. Graphic or suggestive comments about an individual's dress or body;
3. Displaying sexually explicit objects, photographs or drawings;
4. Unwelcome touching, such as patting, pinching or constant brushing against another's body; or
5. Suggesting or demanding sexual involvement whether or not such suggestion or demand is accompanied by implied or explicit threats concerning one's grades, educational opportunities, employment status, or similar personal concerns.

"Sexual Intimidation" means any behavior, verbal or nonverbal, which has the effect of subjecting members of either sex to humiliation, embarrassment or discomfort because of their gender.

Students who feel aggrieved because of sexual harassment or sexual intimidation should report promptly their complaints to a teacher, advisor, social worker, academic advisor, team leader, or any administrator. The person receiving the complaint immediately shall inform the Principal of the complaint who shall notify the Director of Student Leadership Development to initiate an immediate investigation and follow all procedures as listed in this policy.

Disciplinary Action

Disciplinary action may be taken with respect to any IMSA employee who is found to have committed or participated in an act or acts of sexual harassment or intimidation against a student. Disciplinary action, up to and including dismissal, may be taken with respect to any student of IMSA who is found to have committed or participated in an act or acts of sexual harassment or intimidation against another student.

Any individual who retaliates against any person who reports alleged sexual harassment or who retaliates against any person who testifies, assists, or participates in an investigation, proceeding or hearing relating to a complaint or charge of sexual harassment will be disciplined. Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment.

Confidentiality

The rights to confidentiality, both of the complainant and the accused, will be respected consistent with IMSA's legal obligations and with the necessity to investigate allegations of misconduct and to take corrective action when this conduct has occurred.

Student Investigation Procedures

A. When a sexual harassment or sexual intimidation incident is suspected, the staff member involved must document the incident. Parents will be notified when a suspected the infraction has occurred. The Director of Student Leadership Development is the primary investigating officer. Parents will be notified of the investigation.

- B. In circumstances, when a student's presence on campus poses a danger to self, others, or to property or poses an ongoing threat or disruption to the educational process, the student may be immediately suspended from the Academy. In such cases, the hearing will follow as soon as possible.
- C. The Director of Student Leadership Development will meet with all students involved and conduct a thorough investigation. After careful evaluation, the Director of Student Leadership Development will determine if a sexual harassment or sexual intimidation infraction has occurred. The Director of Student Leadership Development will make a determination within one business day of completion of the investigation. If the infraction involves an employee of IMSA, the Director of Student Leadership Development will immediately notify the Principal, who will follow the Employee Investigation and Hearing Procedures on sexual harassment and sexual intimidation.
- D. If a violation has been determined, it will immediately be forwarded to the Assistant Director of Student Leadership Development, with oral and written notification provided to the student and parent. Along with such notification the student and parent will receive copies of the documents that were relied upon to make the determination, unless they have been previously provided. The violation will then follow all procedures as outlined in Policy JG – Student Discipline.

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