

INDIANAPOLIS CLASSICAL SCHOOLS
Herron High School / Riverside High School
Title IX Anti-Harassment Statement

Indianapolis Classical schools do 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. Indianapolis Classical Schools are 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 a Counselor, an Administrator, a teacher, or Indianapolis Classical Schools' Title IX Coordinator. Harassment that rises to the level defined by the federal regulations for Title IX violations and outlined in the ICS Title IX Policy will be investigated as a formal Title IX complaint. Complaints of harassment that do not rise to the level of unlawful activities under federal regulations for Title IX violations will be addressed under the school's general disciplinary process. 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; Atticus Westerfeld, Interim Head of School at Herron High School; Katie Dorsey, Head of School at Riverside High School; Tenika Holden-Flynn, Head of School at Herron Preparatory Academy; Karen Laliuff, ICS Title IX Coordinator; Rachelle Klinger and Emanuel Harper, Assistant Heads of School; Briana Anderson, HHS Dean of Students; Bryson Davis-Johnson, RHS Dean of Students; 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* is 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, Indianapolis Classical Schools
110 East 16th Street, Room 145
317-231-0010 X 1113
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