

M.S.D. PIKE TOWNSHIP'S NONDISCRIMINATION ON THE BASIS OF SEX IN EDUCATION PROGRAMS OR ACTIVITIES

NOTIFICATION OF POLICY

MSD of Pike Township is committed to providing a safe and non-discriminatory learning, living, and working environment for all members of the MSD of Pike Township community. In accordance with the provisions of Title IX of the Higher Education Amendments Act (Title IX), MSD of Pike Township does not discriminate on the basis of sex or gender in any of its education or employment programs and activities.

Prompt and effective measures will be taken to assure that such discrimination or harassment does not occur. All charges of harassment will be taken seriously and MSD of Pike Township requires all employees to immediately report to the Title IX Coordinator notice of sexual harassment and encourages all students, vendors, and visitors to report all possible incidents of sexual harassment.

MSD of Pike Township's Nondiscrimination on the Basis of Sex in Education Programs or Activities Policy is designed to ensure a safe and non-discriminatory educational and work environment. This policy sets forth how MSD of Pike Township will promptly respond to all known reports of discrimination based on sex, including sexual harassment, in accordance with this policy.

Every report of discrimination based on sex, including sexual harassment, will be reviewed and a decision will be made about how to reach a resolution. The formal grievance process may be initiated when requested by the complainant and/or when deemed the appropriate path for resolution under the policy by the Title IX Coordinator. In addition, the complainant may, at the complainant's option, request to explore a range of informal resolution options facilitated by the Title IX Coordinator. Both parties (complainants and respondents) will be provided supportive measures, as appropriate.

In matters where an investigatory process is initiated, a decision on responsibility will be made by an appointed neutral decision maker, through the formal grievance process described in the policy. If the evidence supports (based on a preponderance of the evidence standard) a finding of responsibility, appropriate remedies and sanctions will be decided. Either party may appeal the outcome of the matter as outlined in the policy.

To report known or suspected violations of MSD Pike Township's Title IX policy, please contact Coordinator at:

MSD Pike Township's Human Resources Director
6901 Zionsville Road
Indianapolis, IN 46268
317-293-0393
esparquet@pike.k12.in.us

For inquiries about the application of Title IX and this policy please contact MSD Pike Township's Title IX Coordinator, to the Department of Education's Assistant Secretary, or both. You may also access the Title policy at <https://www.pike.k12.in.us/Content2/1578>.