



ASPIRE
ACADEMY

Harassment & Violence Policy

Harassment and Violence

It is the policy of the Aspire Academy to maintain a learning and working environment that is free from harassment and violence on the basis of race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, or disability. To this end, Aspire Academy prohibits any form of harassment or violence on the basis of race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, or disability.

Definitions of Harassment & Violent Conduct Prohibited by this Policy

Harassment - Consists of physical or verbal conduct, including but not limited to electronic communications, relating to an individual's or group of individuals' race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, or disability when the conduct has the purpose or effect of creating an intimidating, hostile, or offensive working or academic environment; has the purpose or effect of substantially or unreasonably interfering with an individual's work or academic performance; or otherwise adversely affects an individual's employment or academic opportunities

Sexual Harassment - Consists of unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct or other verbal or physical conduct or communication of a sexual nature when: a submission to that conduct or communication is made a term or condition, either explicitly or implicitly, of obtaining employment or of obtaining an education; or submission to or rejection of that conduct or communication by an individual is used as a factor in decisions affecting that individual's employment or education; or that

conduct or communication has the purpose or effect of substantially or unreasonably interfering with an individual's employment or education, or creating an intimidating, hostile, or offensive employment or educational environment. Sexual harassment may include, but is not limited to unwelcome verbal harassment or abuse and/or unwelcome pressure for sexual activity

Sexual Violence - Consists of a physical act of aggression or force or the threat thereof which involves the touching of another's intimate parts, or forcing a person to touch any person's intimate parts

Violence - Consists of a physical act of aggression or assault or hazing upon another or group of individuals because of, or in a manner reasonably related to, race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, or disability. "Assault" is an act done with intent to cause fear in another of immediate bodily harm or death; the intentional infliction of or attempt to inflict bodily harm upon another; or the threat to do bodily harm to another with present ability to carry out the threat. "Hazing" is an act against a student that may cause harm, humiliation, extreme mental or physical stress, intimidation, etc. in order for that student to be initiated into or affiliated with an organization, team or activity

Reporting Procedures

Any person who believes he or she has been the victim of harassment or violence should report the incident immediately to the Executive Director.

Reports of harassment or violence prohibited by this policy are classified as private educational and/or personnel data and/or confidential investigative data and will not be disclosed except as permitted by law. The school will respect the privacy of the complainant (s), the individual(s) against whom the complaint is filed, and the witnesses as much as possible, consistent with the school's legal obligations to investigate, to take appropriate action, and to comply with any discovery or disclosure obligations

Investigation

Aspire Academy will act to investigate all complaints of harassment or violence and to discipline or take appropriate action against any student, teacher, other school personnel who is found to have violated this policy.

The investigation may consist of personal interviews with the complainant, the individual(s) against whom the complaint is filed, and others who may have knowledge of the alleged incident(s) or circumstances giving rise to the complaint. The investigation may also consist of any other methods and documents deemed pertinent by the investigator.

In determining whether alleged conduct constitutes a violation of this policy, the Executive Director (with relevant input from the Board) will consider the surrounding circumstances, the nature of the behavior, past incidents or past or continuing patterns of behavior, the relationships between the parties involved, and the context in which the alleged incidents occurred. Whether a particular action or incident constitutes a violation of this policy requires a determination based on all the facts and surrounding circumstances.

In addition, the Executive Director (with relevant input from the Board) may take immediate steps, to protect the complainant, students, teachers, or other school personnel pending completion of an investigation of alleged harassment or violence prohibited by this policy.

Action

Upon completion of the investigation, the Executive Director (with relevant input from the Board) will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination, or discharge. School action taken for violation of this policy will be consistent with requirements of Minnesota and federal law, and school policies.

Adopted by the Aspire Academy Board of Directors, June 30, 2019