

Title IX Policy

ISL does not discriminate on the basis of sex in any educational programs or activities. Title IX of the Education Amendments Act of 1972 specifically prohibits discrimination on the basis of sex and requires Federally-funded schools to investigate claims of discrimination or harassment based on sex. Any student, employee, or family member who believes an ISL student has been the victim of discrimination, harassment, abuse, or assault on the basis of the student's sex, gender identity, or gender expression can file a complaint with their campus Title IX Coordinator. Retaliation against those who file complaints is prohibited. This policy and the procedures below apply to complaints against employees, students, or third parties.

Title IX Coordinators*

- Dixon Campus Coordinator
Rosa Alvarado, Principal
4040 Eagle Street
New Orleans, LA 70118
ralvarado@isl-edu.org
504-934-4875
- Uptown Campus Coordinator
Ashley Yonaba, Assistant Principal
1400 Camp Street
New Orleans, LA 70130
ayonaba@isl-edu.org
504-654-1088
- Westbank Campus Coordinator
Brandon Ferguson, Associate Principal
502 Olivier Street
New Orleans, LA 70114
bferguson@isl-edu.org
504-274-4571

*This section will be updated on an as-needed basis without review by the Board of Trustees.

Definitions

For the purposes of this policy, behavior that falls into one or more of the categories below is sexual harassment:

1. A school employee conditioning an educational benefit or service upon a person's participation in unwelcome sexual conduct (often called "quid pro quo" harassment);
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the school's education program or activity; or
3. Sexual assault, dating violence, domestic violence, or stalking (as those offenses are defined in the Clery Act, 20 U.S.C. § 1092(f), and the Violence Against Women Act, 34 U.S.C. § 12291(a)).

Conduct that does not meet the definition of sexual harassment under Title IX may be addressed by ISL's Code of Conduct or Family-Student Handbook.

Complaint Procedures

After a complaint has been filed, the Title IX Coordinator will provide written notification of the complaint, a summary of the allegations, and a description of ISL's grievance process to the parents or legal guardians of all parties involved within 2 school days. The Coordinator will notify the school's designated investigator.

The investigator will conduct an adequate and impartial investigation of the allegations contained in the complaint, beginning their investigation with a presumption of non-responsibility for the respondent. The investigator will gather information from anyone who was involved in the situation or who may have information about it and produce a thorough written report of all relevant information. The complainant and respondent will have access to this report and the opportunity to respond to it in writing. Each party will have the opportunity to submit questions they would like to have asked of any other involved party. These questions must be submitted in writing and relevant to the complaint. Each party will receive the answers to these questions and have the opportunity to ask a limited number of follow-up questions. Parties will be given up to ten days to submit their written responses and questions during each of these response periods.

The complainant and respondent are not barred from discussing the Title IX complaint, but the investigator's report is confidential and may not be distributed, shared, or copied by either party.

Within 10 full school days after completing the investigation and report process, the investigator will submit their report to ISL's designated decision-maker for Title IX complaints, who will review the information and seek a preponderance of evidence upon which to make their determination. When a final determination has been made, the decision-maker will provide a written determination to all parties. The written determination will include a clear statement of responsibility for the allegations, a summary of the facts that support the findings, any disciplinary actions or remedies that result, and information regarding the appeal process.

If a Title IX violation is found to have occurred, the school will take actions to prevent future recurrences and address any discriminatory effects of the violation. A variety of disciplinary actions and remedies may be used in the resolution of Title IX complaints, including any of the strategies outlined in ISL's Code of Conduct. For students, this may include referral to the Student Hearing Office for an expulsion hearing. For adults, this may include a recommendation for termination of employment. Remedies may include stay-away agreements, placement of students in separate classes, counseling services, or other strategies to ensure equal access to ISL's education program.

Training and Conflicts of Interest

Employees who handle Title IX complaints will be trained annually. Training materials will be free of gender stereotypes and available for review on ISL's website. If a campus Coordinator has a conflict of interest regarding any party in a complaint, the Title IX Coordinator from another campus will serve in their place. If a conflict of interest arises regarding the appointed decision-maker, another qualified individual from ISL's administrative staff will be appointed to this role by the Head of School. Only trained employees will respond to Title IX complaints.

Right to Appeal

Parties to a Title IX complaint are entitled to an appeal of a written determination or dismissal of a complaint under the following circumstances:

- procedural irregularity that affected the outcome of the matter,
- newly discovered evidence that could affect the outcome of the matter, and/or
- one or more Title IX personnel had a conflict of interest or bias that affected the outcome of the matter

In these cases, parties may file an appeal with the Head of School. To file an appeal, contact Melanie Tennyson, Head of School, mtennyson@isl-edu.org, 504-654-1088.

Records

Records related to Title IX complaints and training materials for employees who handle Title IX complaints will be maintained by the Head of School's Office and kept on file for seven years.