

SEXUAL HARASSMENT POLICY

Age of Montessori strictly prohibits sexual harassment against any employee, volunteer or student. Sexual harassment is a form of sex discrimination which includes verbal, physical or electronic (online) conduct that creates a hostile, intimidating or abusive work or school environment for the victim. Sexual harassment is a violation of state and federal laws against discrimination.

Sexual harassment may include, but is not limited to unwelcome sexual advances, requests for sexual favors, jokes of a sexual nature, graffiti, disseminating sexually suggestive pictures and/or giving the victim a choice between ceding to sexual demands or suffering an adverse action. The school's prohibition against sexual harassment extends to all actions of harassment by any faculty member, vendor, volunteer, contractor, student, parent, community member or any other person who directly or indirectly comes in contact with the school.

Reporting Sexual Harassment

1. If anyone believes that he/she is the victim of sexual harassment or has reason to believe that somebody else is the victim of sexual harassment, he/she should immediately report it to the Executive Director.
2. That person or his/her designee will conduct an immediate and thorough investigation.
3. Confidentiality will be maintained to the extent possible, however, it is important to recognize that those with pertinent information will be interviewed as part of the investigation, including the accused.
4. The results of the investigation will be reported to the Age of Montessori Executive Director, who will take swift and appropriate action against any person who is found to have violated this policy, up to and including dismissal or removal from the school.
5. The school strictly prohibits retaliation against anyone who, in good faith, brings forth a complaint or otherwise cooperates in the investigation as a witness.
6. When the investigation ends, a determination will be made, and the results will be communicated to the complainant, the alleged perpetrator, and, as appropriate, to all others directly concerned.