

## BAMBERG TWO TITLE IX COMPLIANCE PROGRAM

Bamberg School District Two is committed to providing equal access to educational and employment opportunities regardless of race, color, religion, national origin, disability, pregnancy, age, sex, sexual orientation, gender identity status, spousal affiliation, or any other protected characteristic, as may be required by law. As required by Title IX and its implementing regulations, 106.8(b)(2)(i), Bamberg Two does not discriminate on the basis of sex in its educational programs and activities.

In addition, the District is committed to providing a work and student environment which is free of sexual harassment and will not tolerate sexual harassment activity by any District employee, substitute employee, student or third party. We will act quickly and impartially to address claims of sexual harassment and discrimination and remedy discriminatory effects of inappropriate acts of discrimination. Under Title IX, discrimination on the basis of sex can include sexual harassment, which is defined as conduct on the basis of sex that satisfies one or more of the following:

An employee of the District conditioning the provision of an aid, benefit, or service of the District on participation in unwelcome conduct;

Unwelcome conduct that a reasonable person would determine to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's education program or activity;

Sexual assault, dating violence, domestic violence, or stalking, as defined by applicable law.

E. Michelle Thomas Nimmons, Director of Human Resources, serves as the District's Title IX Coordinator and is located at 62 Holly Avenue, Denmark, SC 29042. Mrs. Nimmons can be reached at (803) 793-3346, Ext. 1019 during regular business hours (8:00 a.m.–4:00 p.m., Monday through Friday) and via email at [mnimmons@bamberg2.org](mailto:mnimmons@bamberg2.org) or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report.

Inquiries regarding the application of Bamberg School District Two's Title IX Policy should be referred to the District's Title IX Coordinator. The District has also assigned a School Title IX Coordinator at each location.

### Title IX School Coordinators

The District's grievance process will:

Treat parties equitably.

Require an objective evaluation of all relevant evidence, including both inculpatory and exculpatory evidence.

Require that any person designated as a Title IX coordinator, investigator, decision-maker, or any person designated to facilitate an informal process not have a conflict of interest against complainants or

respondents generally or against the particular complainant and respondent. The District will ensure required training is provided to these individuals.

Include a presumption that the respondent is not responsible for the alleged conduct until a determination has been made at the conclusion of the grievance process.

Include reasonably prompt time frames for conclusion of the grievance process.

Describe or list the possible disciplinary outcomes and remedies that may be implemented following a determination of responsibility. (See policy JICDA Student Code of Conduct.)

Include the procedures and permissible reasons for appeal by a respondent or a complainant.

Describe the range of supportive measures available to complainants and respondents.

Not require, allow or use evidence or questions that constitute or seek legally privileged information, unless the privilege is waived.

#### Reporting Claims of Harassment/Discrimination

Any person may report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address, listed for the Title IX Coordinator.

#### Student Sexual Harassment Formal Complaint Form

#### Employee GBAA-E Sexual Harassment Complaint Form

#### District Response

After a report of sexual harassment has been made, the school and/or Title IX Coordinator will reach out to the individual affected by the alleged misconduct, provide supportive measures, discuss the grievance policy, and offer the opportunity for the complainant to file a formal complaint if the behavior meets the Title IX definition of sexual harassment. If a formal complaint is filed, appropriate steps will be taken to investigate. Upon completing the investigation, the outcome will be shared with all stakeholders.