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Sexual Harassment, Sexual Violence, Inappropriate Sexual Conduct Policy

A. Policy

The Newton School does not condone or tolerate any form of sexual harassment, sexual violence, inappropriate sexual conduct or retaliation for reporting such conduct. Each employee, including non-employee volunteers, and students shall promote an atmosphere of mutual respect among students and staff that provides an environment free from discrimination of any kind including sexual harassment, sexual violence and inappropriate sexual conduct.

B. Responsibility for Compliance with Policy

1. Sexual harassment, sexual violence and inappropriate sexual conduct are serious offenses. As a consequence, complaints of such conduct will be thoroughly investigated, and any employee, student, volunteer or invitee who engages in such conduct or encourages such behavior by others shall be subject to corrective action.
2. Depending on the circumstances involved, such disciplinary action may include: suspension or expulsion from school; disciplinary action up to and including termination; ban from property, busses, communication systems and school sponsored events; referral for criminal prosecution; and other actions deemed appropriate to address the specific circumstances. Reprisals against students or employees who file complaints of such conduct shall be prohibited. To the extent permitted by law, The Newton School will protect the legitimate interest of all parties concerned in a dispute involving allegations of sexual harassment, sexual violence, and inappropriate sexual conduct. All inquiries will be treated as confidentially as possible.

3. The Newton School faculty and students have a duty to report and investigate allegations of sexual harassment, sexual violence and inappropriate sexual conduct and take immediate and appropriate corrective action. Reports of sexual harassment, sexual violence, and inappropriate sexual conduct, should be reported to the School Director.
4. The Newton School faculty and students who allow sexual harassment, sexual violence and inappropriate sexual conduct to continue or fail to take appropriate corrective action shall be considered a party to the act of behavior, even though they may not behave in such a manner. Such personnel shall also be subject to corrective action. Depending on the circumstances, such corrective action measures may include demotion from a supervisory position and/or dismissal from The Newton School.
5. All employees of The Newton School have an affirmative duty to maintain a school environment free of sexual harassment, sexual violence, and inappropriate sexual conduct.