



Anti-Sexual Harassment Statement

It is the policy of Clarksville-Montgomery County School System (CMCSS or District) to maintain a learning and working environment that is free from sexual harassment. The District prohibits any and all forms of sexual harassment which is a form of sexual discrimination in violation of Title VII of the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972. The District does not tolerate sexual harassment, including sexual violence.

The District encourages students, faculty, staff and administrators to make a united effort to prevent sexual harassment and sexual violence in this District.

A. Student Complaints

The District encourages any student who believes that she/he has been subjected to or witnessed sexual harassment by a student or employee of the District or any third party vendor/contractor/volunteers to report the alleged acts immediately to an appropriate District official such as a teacher, counselor, assistant principal, principal, or student resource officer (SRO). Any District employee or SRO witnessing sexual harassment of a student and/or receiving a report of sexual harassment from a student shall report the complaint immediately to the Building Principal or his/her designee.

The Building Principal is the person responsible for receiving written or oral reports of sexual harassment regarding students at the building level. Upon receipt of a report the Principal must notify the District's Human Rights Officer immediately via email or telephone. If a written report is made it shall be forwarded simultaneously to the Human Rights Officer. If an oral report is made, the Principal shall reduce it to a written form within 24 hours and forward to the Human Rights Officer. (Ref. HUM-F036)

Each Building Principal may be contacted at the address and/or telephone number listed on the District School Directory as provided on the website or as indicated in the public record, i.e., telephone directory or directory assistance.

If the complaint involves the Building Principal, the complaint shall be filed directly with the Human Rights Officer located at Central Office. The Chief Human Resources Officer is designated as the District's Human Rights Officer to receive reports or complaints of sexual harassment from the building principals who receive reports from students, employees, and individuals. If the complaint involves the Human Rights Officer, the complaint shall be filed directly with the Director of Schools.

B. Employee Complaints

The District encourages any employee who believes that she/he has been subjected to sexual harassment by a student or employee of the District or any third party vendor/contractor/volunteers to report the alleged acts immediately as set forth in HUM-P019.

The Human Rights Officer and/or Director of Schools may be reached at:

Chief Human Resources Officer
Clarksville-Montgomery County School System
621 Gracey Avenue
Clarksville, TN 37040
Main No. (931) 648-5600
Direct No. (931) 920-7913
jeanine.johnson@cmcss.net

Director of Schools
Clarksville-Montgomery County School System
621 Gracey Avenue
Clarksville, TN 37040
Main No. (931) 648-5600
Direct No. (931) 920-7808 OR 7809
bj.worthington@cmcss.net

The District encourages the reporting party/complainant to use the report form available on-line (Ref. HUM-F036), from the Building Principal or from the District's Central Office; however, the use of formal reporting forms is not mandatory. Submission of a good faith complaint/report of sexual harassment will not affect the individual's employment, education, grades or work assignments. The District will respect the confidentiality of the complainants and the individuals against whom complaints are filed as much as possible, consistent with the District's legal obligations and the necessity to investigate allegations of harassment and take necessary disciplinary action if the allegations are well-founded.

The District will act promptly to investigate all complaints of sexual harassment, formal or informal, verbal or written; to promptly take appropriate action to protect individuals who may have been sexually harassed; and if it determines that unlawful sexual harassment occurred, to promptly and appropriately discipline (including but not limited to suspension, expulsion or termination) any student or employee who is found to have violated this policy and/or take other appropriate action reasonably calculated to end the sexual harassment.

This Statement will be reviewed and approved by legal counsel every two (2) years or upon any changes to the Statement's content. Approval signatures kept on file.