



March 1, 2022

Notice of Updated Sexual Harassment Policy to Parents/School Community

Update Effective February 15, 2022

SEXUAL HARASSMENT

FurLOW has zero tolerance for any kind of harassment, including sexual harassment.

Examples of sexual harassment:

- Unwelcome leering, sexual flirtations, or propositions
- Unwelcome sexual slurs, epithets, verbal abuse, derogatory comments, or sexually degrading descriptions.
- Graphic verbal comments about an individual's body or overly personal conversation.
- Sexual jokes, stories, drawings, pictures, or gestures.
- Spreading sexual rumors.
- Teasing or sexual remarks about scholars enrolled in a predominantly single-sex class.
- Touching or grabbing an individual's body or clothes in a sexual way.

Title IX Coordinator Information

Dr. Karen Collier

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Americus, GA 31709

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State mandated process for scholar reporting of sexual abuse or sexual misconduct:

- Any scholar who has been the victim of an act of sexual abuse or sexual misconduct by a FurLOW scholar, advisor, or administrator or other school system employee is urged to make an oral report of the act to the counselor or administrator. Parents or friends of victimized scholars who have knowledge of sexual abuse or sexual misconduct by a FurLOW scholar, advisor, or administrator or other school system employee are also urged to make an oral report of the act to the counselor or administrator. The person taking the report must have the contact information of the person making the report.
- Any advisor, counselor, or administrator receiving a report of sexual abuse or sexual misconduct of a scholar by a advisor, administrator, or other school system employee shall make an oral report of the incident by telephone or otherwise to the school Title IX Coordinator within 24 hours. If the Title IX Coordinator is the person accused of the sexual abuse or sexual misconduct, the oral and written report should be made to the Executive Director.
- Any school Title IX Coordinator receiving a report of sexual abuse as defined in O.C.G.A. 19-7-5 shall make an oral report immediately, but in no case later than 24 hours from the time there is reasonable cause to believe a child has been abused. The report should be made by telephone and

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followed by a written report, if requested, to a child welfare agency providing protective services as designated by the Department of Human Resources, or, in the absence of such agency, to an appropriate police authority.

- Pursuant to Furlow procedures, upon receipt of a report under this policy, the Title IX Coordinator shall immediately contact the Executive Director.
- The Title IX Coordinator will initiate an investigation into the allegations.
- Reports of acts of sexual misconduct against a scholar by a advisor, administrator, or other employee not covered by O.C.G.A. 19-7-5 or 20-2-1184 shall be investigated immediately by school personnel. If the investigation of the allegation of sexual misconduct indicates a reasonable cause to believe that the report of sexual misconduct is valid, The Title IX Coordinator will notify the school Executive Director, who shall make an immediate written report to the Professional Standards Commission Ethics Division.
- When it is determined that reports should be made to various outside agencies, the Title IX Coordinator will notify the Executive Director, who will coordinate with the appropriate authorities to make a report to the Professional Standards Commission.