

## TITLE IX FACTS

The Houston County School District desires that all students receive the benefit of an adequate education. With this view in mind, the District prohibits unlawful discrimination against students on the basis of race, color, national origin, sex, religion, age, or disability in its programs and activities. Any student, parent, or other person, who believes sexual harassment has occurred, should complete the "Title IX Sexual Harassment Formal Complaint Form" and submit it to the Title IX Coordinator.

The Title IX Coordinator is the Executive Director of School Operations in the district office. The Coordinator may be contacted at 1100 Main Street, Perry, Georgia, 31069 or by phone at 478-988-6200, or email address, TitleIX@hcbe.net.

Complaint forms are available in the principal's office at each school. In all Title IX investigations, the District will use a preponderance of the evidence standard.

## NORTHSIDE ELEMENTARY ADMINISTRATION

Mr. David Sams, Principal  
Dr. Kristina Cummings, Assistant Principal for Instruction  
Mrs. Kristen Brooks, Assistant Principal for Discipline  
Ms. Terri Martin, Counselor

## MANDATORY CONSEQUENCES

Acts of bullying shall be punished by a range of consequences through the progressive discipline process. Such consequences shall include, **at a minimum,** counseling and disciplinary action as appropriate under the circumstances. However, Georgia law mandates that upon finding by the disciplinary

## REPORTING

Bullying and harassment should be reported an administrator, teacher, or counselor at each school. Bullying and harassment occurring, the teacher will immediately report it to a school administrator.

If a student witnesses sexual harassment occurring, the student should report this to the teacher, counselor, or school administrator.

Students are encouraged to report incidents whether they are the victim or they witness this occurring to other students. Our concern is that all students feel safe at school.

A counselor is always available to talk to students about this.

The Houston County School District keeps safety as our number one priority, and we are committed to taking proactive steps to keep our students, teachers, staff and visitors safe. Visit <https://www.hcbe.net/safetysecurity> for more information.

# Northside Elementary School



Bullying & Title IX  
Keeping Students Safe at  
Northside Elementary

305 Sullivan Road  
Warner Robins, GA 31093  
Mr. David Sams, Principal  
<https://nes.hcbe.net/>

## WHAT IS BULLYING

In accordance with Georgia law, Bullying is defined as actions which occur on school property, on school vehicles, at designated school bus stops, or at school related functions or activities, or by use of data or software that is accessed through a computer, computer system, computer network, or other electronic technology of a local school system, that:

- (a) Causes another person substantial physical harm within the meaning of Code Section 16-5-23.1 or visible bodily harm as such term is defined in Code Section 16-5-23.1
- (b) Has the effect of substantially interfering with a student's education;
- (c) Is so severe, persistent, or pervasive that it creates an intimidating or threatening educational environment; or
- (d) Has the effect of substantially disrupting the orderly operation of the school.



## HOUSTON COUNTY BOARD OF EDUCATION

The Houston County Board of Education believes that all students can learn better in a safe school environment. Behavior that infringes on the safety of students will not be tolerated. Bullying, as the term is defined in Georgia law, of a student by another student is strictly prohibited. Such prohibition shall be included in the Student Code of Conduct for all schools within the school system. Bullying also involves acts which occur through the use of electronic communication, "whether or not such electronic act originated on school property or with school equipment, if the electronic communication:

- (1) is directed specifically at students or school personnel,
- (2) is maliciously intended for the purpose of threatening the safety of those specified or substantially disrupting the orderly operation of the school, and
- (3) creates a reasonable fear of harm to the students' or school personnel's person or property or has a high likelihood of succeeding in that purpose."

## WHAT IS SEXUAL HARASSMENT?

Title IX protects students from harassment connected to any of the academic, educational, extracurricular, athletic and other programs or activities of the schools regardless of the location.

Sexual Harassment of a student interferes with a student's right to receive an education free from discrimination.

Sexual Harassment is unwelcome conduct of a sexual nature.

### Sexual Harassment Can Be in the Form of:

Verbal Harassment- Inappropriate conversation about body parts (bathing suit areas), spreading rumors, inappropriate remarks or accusations

Non Verbal Harassment - showing body parts, acting out, displaying or distributing explicit drawings or pictures,

Physical Harassment - touching bathing suit areas