

**NEW FRONTIERS PUBLIC SCHOOLS, INC.**  
**SEXUAL HARASSMENT GRIEVANCE POLICY AND PROCEDURE**

Sexual harassment is unacceptable conduct and will not be condoned in any form at New Frontiers Public Schools. This policy is part of the school's effort to maintain a learning and working environment free from sexual harassment.

**What is sexual harassment?**

Sexual harassment is a form of sex discrimination defined as unwelcome sexual advances; requests for sexual favors; sexually motivated physical, verbal, or nonverbal conduct; or other conduct or communication of a sexual nature.

Sexual harassment occurs in the employment context when (1) submission to conduct of a sexual nature is made either explicitly or implicitly a term or condition of an individual's employment, or (2) submission to or rejection of conduct of a sexual nature by an individual is used as the basis for decisions affecting the individual's employment.

Sexual harassment of students includes (1) any unwelcome verbal or physical sexual advances, including but not limited to engaging in sexually oriented conversations, telephoning or texting students at home or elsewhere to solicit unwelcome social relationships, (2) physical contact that would reasonably be construed as sexual in nature, (3) threatening or enticing students to engage in sexual behavior in exchange for grades or other school-related benefit, (4) request for sexual favors, (5) sexually motivated physical, verbal, or nonverbal conduct when the conduct affects the student's ability to participate in or benefit from a program or activity, or (6) conduct that creates an intimidating, threatening, hostile or offensive educational environment.

**Q: What can a student do if confronted with sexual harassment?**

**A: A student who believes he or she has been sexually harassed (or a parent who believes that his or her child has been harassed) should immediately report it to a School Principal or Guidance Counselor, Norma Arshad. [New Frontiers Public Schools, 1400 Villaret, SATX 78224].**

Complainants (those filing the complaint) are encouraged to file a charge as soon as possible after an alleged incident of sexual harassment has occurred. We ask that reports of potential sexual harassment be made no later than 60 calendar days following an incident so that a prompt and thorough investigation may be completed.

New Frontiers will investigate all reports of sexual harassment. New Frontiers also prohibits retaliation against a student, parent, or employee who in good faith reports or complaints about sexual harassment, or who participates in an investigation.

Any questions or concerns regarding this grievance policy and/or procedure should be directed to Guidance Counselor, Norma Arshad @ 210-486-3686.