

Masada Charter School
POLICY AGAINST SEXUAL HARASSMENT, AND HARASSMENT BASED UPON RACE,
SEX, ETHNICITY, COLOR, NATIONAL ORIGIN OR DISABILITY

1. Masada Charter School is committed to creating and maintaining a working environment free of objectionable and disrespectful conduct, and communication of a sexual nature.
2. Everyone at Masada Charter School has a right to feel respected and safe. Consequently, we want you to know about our policy to prevent sexual harassment, and harassment because of race, sex, ethnicity, color, national origin or disability.
3. Harassment may involve a student or an adult. Harassment may include the following when related to race, sex, ethnicity, color, national origin or disability:
 - a. name calling
 - b. graffiti
 - c. notes or cartoons
 - d. unwelcome touching of a person or clothing
 - e. offensive or graphic images on personal property; or
 - f. violent acts
4. If any words or actions make you feel uncomfortable or fearful, you should tell a teacher, counselor, the principal or the Title IX Officer, Mary Timpson.
5. You may also make a written report. It should be given to a teacher, counselor, the principal or the Title IX Officer, Mary Timpson.
6. Your right to privacy will be respected as much as possible.
7. We take seriously all reports of sexual harassment, and harassment based upon race, sex, ethnicity, color, national origin or disability, and will take all appropriate action to investigate such claims, to eliminate that harassment, and to discipline any persons found to have engaged in such conduct.
8. Masada will also take action if anyone tries to intimidate you or take action to harm you because you made such a report.
9. This is a summary of this school's policy against sexual harassment, and harassment because of race, sex, ethnicity, color, national origin or disability. A complete copy of the policy is available at Masada's Elementary office upon request.

SEXUAL HARASSMENT AND HARASSMENT BASED ON RACE, SEX, ETHNICITY, COLOR, NATIONAL ORIGIN OR DISABILITY ARE AGAINST THE LAW. DISCRIMINATION IS AGAINST THE LAW.

Contact: Mary C. Timpson; TITLE IX Officer; Masada Charter School; P.O. Box 2277;
365 West Cannon Ave.; Centennial Park, AZ 86021; 928-875-2525