



Discrimination, Harassment, and Bullying Policy

(June 2025)

Purpose and Scope

LEAD Public Schools is committed to providing a safe, inclusive, and equitable educational environment free from discrimination, harassment, and bullying. In compliance with state and federal laws, including Title IX, Tennessee Code Annotated (T.C.A.) §49-13-113, and the policies of the Tennessee Public Charter School Commission (TPCSC) and Metropolitan Nashville Public Schools (MNPS), LEAD Public Schools prohibits discrimination, harassment, and bullying on the basis of race, color, national origin, sex, disability, sexual orientation, gender identity, family situation, religion, or political affiliation. This policy applies to all students, employees, volunteers, parents, and vendors participating in educational programs, co-curricular activities, or school-sponsored events, whether on school property, school-provided transportation, or at official school bus stops.

Definitions

- **Discrimination:** Any act that denies, restricts, or provides different treatment in educational programs or activities based on protected characteristics such as race, color, national origin, sex, disability, sexual orientation, gender identity, family situation, religion, or political affiliation.
- **Bullying and/or Harassment:** Conduct that creates a hostile or intimidating school environment due to an individual's protected characteristics. This includes, but is not limited to:
 - **Verbal:** Written or spoken language or gestures that are insolent, demeaning, abusive, or imply a threat of bodily harm.
 - **Physical:** Unwanted touching, assault, impeding movement, or intimidating interference with normal activities.
 - **Visual:** Derogatory, demeaning, or inflammatory posters, cartoons, written words, drawings, or gestures.
 - **Technology-Based:** Use of electronic communication (e.g., texts, social media) to harass, threaten, or bully.
- **Sexual Harassment:** Conduct on the basis of sex that meets one or more of the following,

as defined by Title IX:

- An employee conditioning an aid, benefit, or service on participation in unwelcome sexual conduct (quid pro quo).
- Unwelcome conduct that a reasonable person would find severe, pervasive, and objectively offensive, effectively denying equal access to educational programs or activities.
- Sexual assault, dating violence, domestic violence, or stalking as defined by state and federal law.

Examples include sexually suggestive remarks, gestures, pictures, teasing, propositions, offensive messages, or unwanted touching.

- **Complainant:** An individual alleged to be the victim of conduct that could constitute discrimination, harassment, or bullying.
- **Respondent:** An individual reported to be the perpetrator of such conduct.

Policy Statement

LEAD Public Schools prohibits all forms of discrimination, harassment, and bullying. Acts of this nature, whether verbal, written, physical, or electronic, are unacceptable and will result in disciplinary action, up to and including suspension, expulsion, termination, or exclusion from school premises. False or frivolous complaints will also result in disciplinary action. Under certain circumstances, sexual harassment may constitute sexual abuse under T.C.A. §37-1-602, requiring mandatory reporting to appropriate authorities.

Responsibilities

- **LEAD Public Schools shall:**
 - Implement this policy through regular training for administrators, faculty, and staff.
 - Inform all stakeholders (faculty, staff, students, parents) of this policy and its enforcement.
 - Monitor for conditions that may create a hostile environment.
 - Provide supportive measures, such as counseling, course modifications, schedule changes, or increased supervision, to complainants and respondents as appropriate, maintaining confidentiality to the extent possible.
- **Students and Parents/Guardians shall:**
 - Contribute to a positive school environment and avoid discriminatory, intimidating, or harassing behavior.
 - Immediately inform the perpetrator that their conduct is offensive and unwelcome, if safe to do so.
 - Report incidents of discrimination, harassment, or bullying to the School Principal or Title IX Coordinator.
 - Cease any conduct perceived as discriminatory, intimidating, or harassing when informed.
 - Parents/Guardians: Monitor students' electronic communications, including texts and social media.

Title IX Compliance

LEAD Public Schools complies with Title IX of the Education Amendments of 1972, prohibiting sex-based discrimination in any education program or activity. Inquiries or complaints regarding Title IX may be directed to:

Nicolas Frank, VP of Human Resources
7101 Executive Center Dr #333, Brentwood, TN 37027
Nicolas.Frank@leadpublicschools.org
(615) 806-6317

or to the U.S. Department of Education's Office for Civil Rights.

Complaint Procedures

All complaints of discrimination, harassment, or bullying must follow the procedures outlined in the LEAD Public Schools Complaints and Grievances Policy, which provides detailed steps for filing, investigating, and resolving complaints, including those under Title IX.

Annual Dissemination

This policy will be disseminated annually to all LEAD Public Schools staff, students, and parents/guardians, ensuring awareness and compliance.