



HARASSMENT, INTIMIDATION BULLYING AND DISCRIMINATION POLICY

THE TEMPLE Annapolis: A Paul Mitchell Partner School (THE TEMPLE Annapolis School) is committed to maintaining a working and learning environment that is free from bullying, harassment, intimidation, and discrimination for all employees and students. Accordingly, THE TEMPLE Annapolis School does not tolerate unlawful discrimination or harassment based on race, religion, creed, color, national origin, ancestry, sex (including pregnancy, childbirth or related medical conditions), military or veteran status, physical or mental disability, medical condition, marital status, age, sexual orientation, gender, gender identity or expression, genetic information or any other basis protected by the federal, state or local law. Additionally, in accordance with Title IX of the Education Amendments of 1972, THE TEMPLE Annapolis School prohibits discrimination based on sex, which includes Sexual Harassment and Sexual Violence. For more information, please see the “Title IX – Sexual Harassment Policy.”

This policy applies to anyone who engages in harassment, intimidation, bullying and discrimination on school property, at school activities, or an electronic act through the use of cell phones, computers, personal communication devices, or other electronic gaming devices. Harassment, intimidation, bullying, and discrimination may take many forms, including verbal aggression and name calling; inappropriate comments or jokes; stereotypes; inappropriate images; physical aggression; relational aggression; graphic and written statements, which may include use of cell phones, computers, or gaming systems; any materials and other conduct that may be physically threatening, harmful, or humiliating.

THE TEMPLE Annapolis School cannot resolve matters that are not brought to our attention. If you believe you have experienced or witnessed discrimination, harassment, bullying or intimidation, immediately report the incident to our Director, **Jen Kusel**, jenk@templeannapolis.com, **443-782-3010**. Administration will take prompt, equitable, and remedial action on all reports and complaints that come to the attention of school personnel. Allegations of criminal misconduct will be reported to the appropriate law enforcement agency.

Engaging in harassment, intimidation, bullying, or discrimination will result in appropriate discipline or other appropriate sanctions against offending future professionals, staff, or contractors. Individuals who knowingly report or corroborate false allegations will be subject to appropriate disciplinary and/or restorative action.

THE TEMPLE Annapolis School prohibits any form of retaliation, intimidation, threats, coercion, discrimination or harassment against an individual who filed or otherwise participated in the filing or investigation of a complaint of harassment, intimidation, bullying and/or discrimination. Any individual who believes they have been subject to retaliation may file a separate complaint our Compliance Leader, **Charles R Riser JR**, charles@pmthetemple.edu, **240-680-9347**.

The U.S. Department of Education Office for Civil Rights (“OCR”) investigates complaints of discrimination and/or harassment in educational programs or activities. For more information, visit the OCR website at:

www2.ed.gov/about/offices/list/ocr/index.html

For a list of state anti-bullying laws and policies, please go to:

www.stopbullying.gov