

## **Complaint Resolution Pathways**

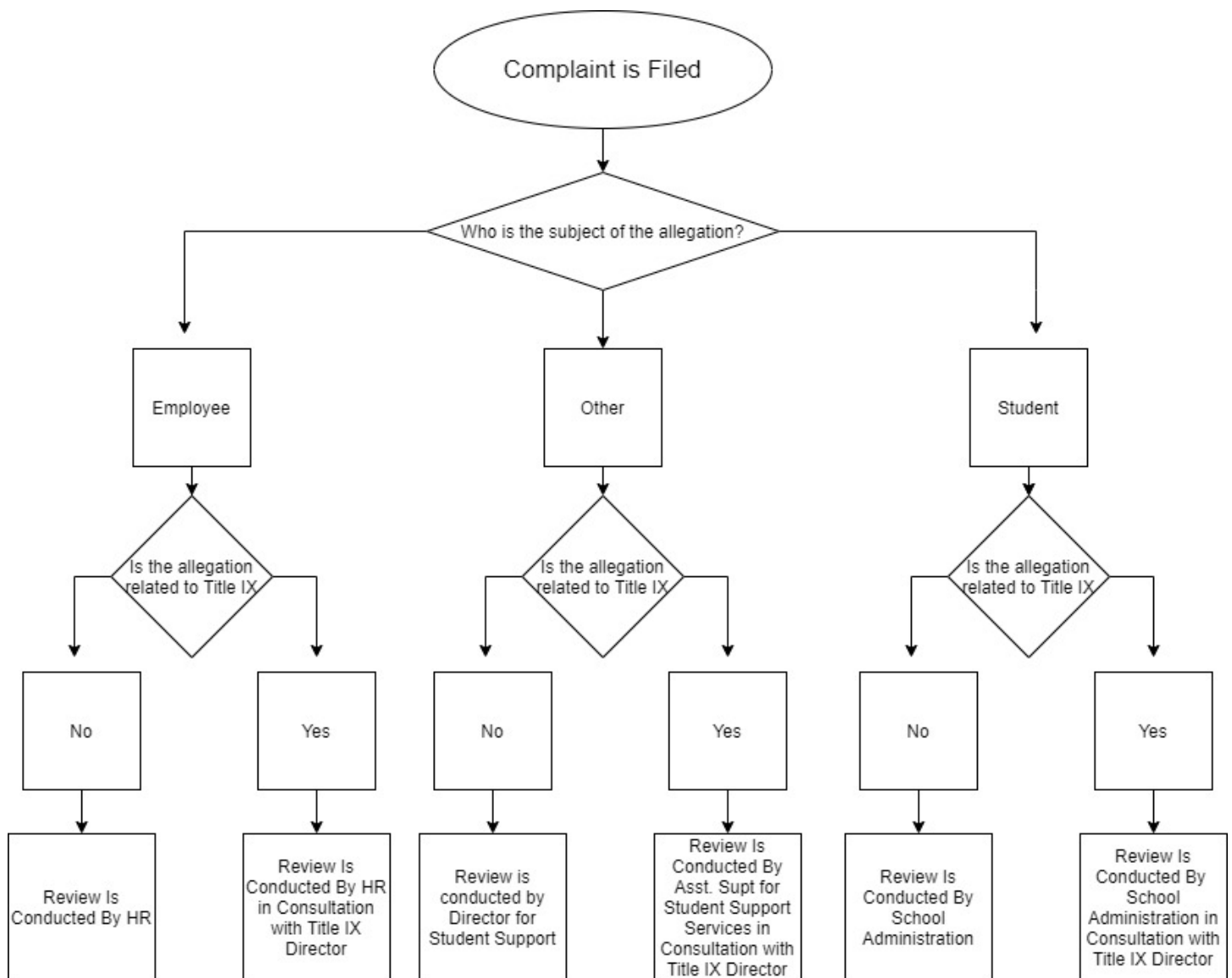
When a complaint is received, through Ethix360 or some other avenue, it must be determined who will conduct the investigation. Based on consultation between the Superintendent, Human Resources, Title IX, and Student Services, the follow pathways have been agreed upon.

- If the complaint alleges misconduct by an employee
  - And the complaint alleges a violation of Title IX (discrimination that is sexual in nature or based on gender), the review will be conducted by Human Resources in consultation with the Title IX Director
  - And the complaint does NOT allege a violation of Title IX, the review will be conducted by Human Resources
- If the complaint alleges misconduct by a student
  - And the complaint alleges a violation of Title IX (discrimination that is sexual in nature or based on gender), the review will be conducted by the school's administration in consultation with the Title IX Director
  - And the complaint does NOT allege a violation of Title IX, the review will be conducted by the school's administration
- If the complaint alleges misconduct by someone other than a student or employee
  - And the complaint alleges a violation of Title IX (discrimination that is sexual in nature or based on gender), the review will be conducted by the Assistant Superintendent for Student Support Services in consultation with the Title IX Director
  - And the complaint does NOT allege a violation of Title IX, the review will be conducted by the Director for Student Support

Note: For complaints submitted through Ethix360, the Title IX Director will direct the issue to the appropriate individual(s)



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*Engaging Students, Achieving Excellence*

Adopted April, 2020