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MISBO Title IX Coordinators:

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MISBO Harassment Policy

You are entitled to a work place free from harassment by other employees. Report incidents of alleged harassment to a Title IX Coordinator who will complete an investigation.

Prohibited Conduct: Harassment is an action that is based on national origin, race, religion, gender or age, which creates a hostile work environment. Harassment is characterized by vicious, frequent, and reprehensible instances of harassment based on national origin, race, religion, gender, or age. This includes racial or ethnic slurs; posting or distribution of derogatory bulletins, pictures, cartoons, etc.; offensive humor, including racial and ethnic jokes; derogatory comments or remarks concerning member's age, national origin, religion, gender or race.

Harassment based on national origin, race, religion, gender, or age has also been found to be a violation of the Civil rights Act, when the harassment creates a hostile environment which goes beyond casual, infrequent, or isolated instances.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. This would include “kidding” or “teasing”; sexually-oriented or gender-oriented jokes or other offensive humor; pressure, however subtle, for sexual activity; physical contact, such as patting, touching, brushing against another's body in an inappropriate manner, etc.; derogatory gender-based comments, cartoons, bulletins, etc.



This conduct is considered a form of sex discrimination and is prohibited by the Civil Rights Act of 1964 and 1991 (Title VII) when:

- A. Submission or conduct is explicit or implicit or implied condition of continued employment or:
- B. Submission to or rejection of the conduct is used as a basis for personnel decision affecting the person involved, or:
- C. The conduct has the purpose or effect of substantially interfering with an individual's work performance or environment.

Sexual harassment and harassment based on national origin, race, religion, gender, or age is strictly prohibited. Employees must be aware that comments, gestures, etc. while not intended to be offensive, may be interpreted as such by others, and act accordingly.

Incidents of harassment prohibited by this policy, if proven, will result in prompt corrective action, including discipline up to and including termination, if warranted. If the affected party is not satisfied with the action taken by the Title IX Coordinator, the complaint may be presented to a member of the MISBO Board Executive Committee for further investigation.