

2025-2026 STUDENTS' RIGHTS AND RESPONSIBILITIES POLICY

Sexual Harassment/Sexual Abuse/Dating Violence

- **Sexual Harassment by Students**

Students shall not engage in sexual harassment toward another student or a school employee. A substantiated charge of sexual harassment against a student shall result in disciplinary action.

- **Sexual Harassment/Abuse by Employees**

School employees are prohibited from sexually harassing or sexually abusing students. Romantic relationships between students and employees are prohibited. A substantiated charge of sexual harassment against an employee shall result in disciplinary actions and legal charges.

- **Date/Relationship Violence**

The school prohibits sexual harassment, dating violence, and harassment based on a person's age, race, color, ancestry, national origin, sex, handicap or disability, marital status, religion, political affiliation, sexual orientation, gender identity, and/or gender expression. Dating violence occurs when one partner in a dating relationship, either past or current, intentionally uses physical, sexual, verbal, or emotional abuse to harm, threaten, intimidate, or control the other partner in person or electronically. Examples of dating violence against a student may include but are not limited to, physical or sexual assaults, name-calling, putdowns, threats to hurt the student or the student's family members or members of the student's household, destroying property belonging to the student, threats to commit suicide or homicide if the student ends the relationship, attempts to isolate the student from friends and family, stalking, or encouraging others to engage in these behaviors against the targeted student.

For purposes of this policy, dating violence is considered as harassment if the conduct is so severe, persistent, or pervasive that the conduct:

- Affects a student's ability to participate in or benefit him/her from an educational program or activity, or creates an intimidating, threatening, hostile, or offensive educational environment.
- Has the purpose or effect of substantially or unreasonably interfering with the student's academic performance, or adversely affecting the student's educational opportunities.

- **Reports to Lawful Authorities**

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Any school employee who receives information about sexual harassment or sexual abuse of a student that may reasonably be characterized as known or suspected child abuse, or neglect, shall make the reports to appropriate authorities, as required by law, within 48 hours.

APV shall notify the parents of all students involved in sexual harassment by a student or students when the allegations are not minor.

The district shall inform parents of all incidents of sexual harassment or sexual abuse by an employee.

- **Investigations**

All reports of sexual harassment that are not minor shall be referred to the Principal or a designee.

- Oral complaints shall be reproduced to written complaints to assist in the district's investigation.
- To the greatest extent possible, complaints shall be treated as confidential. Limited disclosure may be necessary to complete a thorough investigation.

Protection from Retaliation:

The school shall not retaliate against a student who in good faith reports perceived sexual harassment, or sexual abuse.

PROCEDURE FOR SEXUAL HARASSMENT/DATING VIOLENCE

For purposes of following the complaint process, "days" shall mean calendar days.

Level One:

A student or parent who has a complaint alleging sexual harassment by another student or other students, or sexual harassment or sexual abuse by an employee may request a conference with the Principal or a designee. The student may be accompanied by a parent or other advisor at the initial conference and throughout the complaint process. The initial conference with the student ordinarily shall be held with a person who is the same sex as the student. The conference shall be scheduled and held as soon as possible but in any event within seven days of receipt of the complaint. At the conference, the people bringing the complaint shall be informed of the right to file a complaint with the Office of Civil Rights. The Principal or designee shall coordinate an appropriate investigation, which ordinarily shall be completed within seven days of receipt of the complaint. The student or parent shall be informed if extenuating circumstances delay the investigation. Nothing in the complaint process shall have the effect of requiring a student alleging sexual harassment or sexual abuse to report the matter to the person who is the subject of the complaint.

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Level Two:

If the resolution of the complaint at Level One is not to the student's or parent's satisfaction, the student or parent has seven days to request a conference with the Principal or a designee, who shall schedule and hold a conference. Prior to, or at the conference, the student or parent shall submit a written complaint that includes a statement of the complaint, any evidence in its support, the resolution sought, the student's and/or parent's signature, and the date of the conference with the Principal or designee.

Level Three:

If the resolution of the complaint at Level Two is not to the student's or parent's satisfaction, the student may present the complaint to the School Board at its next regular meeting. The complaint shall be included as an item on the agenda posted with notice of the meeting. Announcing a decision in the student's or parent's presence will constitute communication of the decision.

Closed Meeting:

The School Board shall hear complaints alleging sexual harassment by students, or sexual harassment or sexual abuse by employees in closed meetings unless otherwise required by the Open Meetings Act.

Parents by signing in the space below, you hereby acknowledge that you have been informed about the content of the Student's Rights and Responsibilities Policy at Amigos Por Vida- Friends For Life Public Charter School and that you understand its content and that you further understand the agreement that will be in practice, and the guidelines that we will follow.

Rose Mary Valencia
School Board President

9/16/25
Date:

Kakoli Mukerji
Principal & Interim Superintendent

9/16/25
Date:

Sandra López
School Board Secretary

9/16/25
Date:

Board approved on: 9/16/25 NU