



East Allen County Schools

Office of the Superintendent

1240 State Road 930 East New Haven, Indiana 46774

Telephone 260-446-0100 – Facsimile 260-446-0107

August 5, 2013

Dear Students, Parents, Administrators, and Staff:

As we begin the 2013-14 school year, we would like to take this opportunity to introduce you to EACS' new Title IX Coordinator, Amanda Ricketts (Human Resource Director), and remind the EACS community of EACS' commitment to provide an environment free from sexual harassment and sex discrimination.

Prohibition Against Sexual Harassment

In accordance with applicable laws, including Title IX of the Education Amendments of 1972 and the Indiana Civil Rights Law, EACS does not tolerate sexual harassment in its schools. Sexual harassment includes sexual violence, sex-based cyber communications, and other inappropriate comments and interactions based on sex, such as but not limited to sexual advances, sexual gestures, requests for sexual favors, or other oral or physical conduct of a sexual nature that limits or denies, on the basis of sex, a student's ability to participate in or benefit from education programs.

EACS prohibits sexual harassment by an employee or agent of EACS, by another student, and by third parties who come in contact with students at school or at school-related activities.

Title IX Coordinator

EACS' Title IX Coordinator, who is responsible for EACS' compliance with Title IX and directs the investigation of complaints, is Amanda Ricketts, 1240 State Road 930 E., New Haven, Indiana 46744; 260-446-0100; aricketts@eacs.k12.in.us.

Making A Complaint

Parents and students are encouraged to submit a complaint or provide information about suspected harassment or discrimination so that EACS may conduct a prompt investigation. All EACS employees are required to report such complaints and concerns about suspected harassment or discrimination. Complaints may be made orally or in writing to a building administrator, guidance counselor, or directly to the Title IX Coordinator. A complaint should be made as soon as possible after the complained-of incident, preferably within 10 days. However, EACS accepts complaints after the 10-day filing period.

Investigation And Corrective Action

The Title IX Coordinator will promptly investigate, or direct the investigation of, complaints of sex discrimination or harassment. The investigation will be completed in a timely manner. Depending on the nature and complexity of the issues, it should generally take no more than 30 days.

After the investigation, the Title IX Coordinator will report the result to the Superintendent, including, where appropriate, making a recommendation for reasonable, timely, age-appropriate, and effective corrective action. The Superintendent may impose discipline up to an including a recommendation for employee suspension or termination or student suspension or expulsion. The Title IX Coordinator will advise the complainant and the person accused of misconduct, in writing, whether or not the allegations were found to be substantiated within 10 days after receiving notice of the Superintendent's decision.

The decision of the Superintendent is final unless an employee or student has a statutory right to challenge the Superintendent's recommendation for expulsion or termination, or an employee has a collectively bargain right to challenge the imposition of discipline.

Prohibition Against Retaliation

EACS prohibits any individual from retaliating against individuals who report suspected sexual harassment or discrimination. Violating the prohibition against retaliation will result in discipline, up to an including a recommendation for employee suspension or termination or student suspension or expulsion.

If you have any questions about this statement, please contact Title IX Coordinator Amanda Ricketts or me. Have a great school year!

A handwritten signature in black ink that reads "Kenneth H. Folks". The signature is written in a cursive style with a large initial "K".

Dr. Kenneth H. Folks
Superintendent