

Policy Title: Title IX Sexual Harassment

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving Federal financial assistance. –Title IX of the Education Amendments Act of 1972.

It is the right of all students, faculty, and staff to enjoy an environment free from all forms of discrimination and conduct that can be considered harassing, coercive, or disruptive, including sexual harassment. Freeman Public Schools expects everyone in our school community to foster positive attitudes and behaviors toward members of each gender.

This policy applies to the behavior of all students, faculty, and staff while in the “school environment”. The “school environment” includes actions occurring on all property owned by Freeman Public Schools and actions occurring during activities specifically controlled and directed by the school whether on Freeman Public Schools property or not.

Title IX prohibits Sexual Harassment in the provision of all educational programs and activities. Freeman Public Schools is committed to complying with Title IX. Conduct that does not constitute Sexual Harassment but may violate federal or state law, Freeman Public Schools policies, or the student code of conduct will be investigated under those policies and rules.

Title IX prohibits Sexual Harassment by or against all individuals who participate in Freeman Public Schools programs and activities, including students, employees, volunteers, and third parties. This policy applies to all Freeman Public Schools academic, educational, extracurricular, athletic, and other programs, whether those activities occur at Freeman Public School District facilities, or at another location when Freeman Public Schools is providing activities or programs, such as during a school-sponsored event. Sexual Harassment occurring off-school premises in a private setting is not covered by this policy. Additionally, this policy applies to all terms and conditions of employment including, but not limited to, hiring, placement, benefits, promotion, termination, layoff, recall, transfer, leaves-of-absence, compensation, and training.

Title IX Coordinator

Freeman Public Schools Title IX Coordinator is Kristina Sage. All complaints regarding Sexual Harassment should be directed to the Title IX Coordinator who oversees the Freeman Public School District review, investigation, and resolution of any reports of Sexual Harassment. The Title IX Coordinator is available to advise any individuals about courses of action under this policy. The Title IX Coordinator’s contact information is provided below.

Kristina Sage
Title IX Coordinator
PO Box 220
Freeman, SD 57029
(605) 925-4214
kristina.sage@k12.sd.us

If the Title IX Coordinator is unavailable, or has a conflict of interest, the Superintendent will ensure that another person with appropriate training and qualifications is appointed as acting Title IX Coordinator for that case. The Superintendents contact information is below.

Jacob P. Tietje
Superintendent
PO Box 220
Freeman, SD 57029
(605) 925-4214 or (605) 572- 8117
Jake.tietje@k12.sd.us

The Freeman Public School District Title IX Team consists of the following individuals:

- Jake Tietje (Superintendent)
- Katie Juhnke (Jr./Sr. High Principal)
- Kristina Sage (Activities Director)

The Title IX team completed the KSB School Law Title IX training on January 19th, 2022.

Mandatory Reporting

All employees of Freeman Public Schools are considered mandatory reporters. This means that all district and school employees will receive training on how to recognize potential Title IX violations and how to report them to the Title IX Coordinator. This includes information obtained by Freeman Public School District employees by their own observations, from third parties, or from social media. Non-Title IX reporting will happen between employee and the Head of School and the appropriate agencies.

Retaliation

Freeman Public Schools expressly prohibits retaliation against any person for making a report or complaint alleging sexual harassment, for assisting in a complaint investigation, or for refusing to assist in a complaint investigation. Anyone who attempts to interfere with, restrain, coerce, discriminate against, or harass a person pursuing a complaint of sexual harassment or assisting in a complaint investigation will be subject to prompt and appropriate disciplinary action. Any retaliatory conduct should be immediately reported to the Title IX Coordinator.

Definitions

- **Advisor:** An Advisor is a third party selected by the Complainant or the Respondent to advocate on that party's behalf. The Advisor can be an attorney, but an attorney is not required.
- **Complainant:** The Complainant is the alleged victim of conduct that could constitute sexual harassment.
- **Consent:** Consent means freely agreeing to engage in sexual activity. A person is not capable of giving consent in many circumstances, including when:
 - Asleep or unconscious
 - Physically helpless
 - Under the influence of drugs or alcohol
 - Unable to give consent due to an intellectual or other disability
 - Past consent to sexual activity does not imply future consent. Consent can be withdrawn at any time.

- **Educational Program or activity:** Education programs or activities are locations, events, or circumstances over which Freeman Public Schools exercises substantial control over both the complainant and the Respondent and the context in which the alleged sexual harassment occurs.
- **Formal Complaint:** A Formal Complaint is a document filed by a complainant (or the complainant's parent or guardian) or signed by the Title IX Coordinator alleging Sexual Harassment against a Respondent. At the time of filing a Formal Complaint, a Complainant must be participating in or attempting to participate in a Freeman Public Schools educational program or activity.
- **Preponderance of the Evidence:** Preponderance of the evidence means that a proposition is more likely than not to be true.
- **Respondent:** The Respondent is the alleged perpetrator of conduct that could constitute Sexual Harassment.
- **Sexual Harassment:** Sexual Harassment includes conduct on the basis of sex that satisfies one or more of the following categories:
 - **Quid Pro Quo:** Quid Pro Quo Sexual Harassment occurs when a Freeman Public Schools employee conditions educational benefits on participation in unwelcome sexual conduct.
 - **Hostile Environment:** A Hostile Environment involves unwelcome conduct that a reasonable person would determine is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to Freeman Public Schools educational programs or activities.
 - **Sexual Assault.** Sexual Assault includes:
 - Any sexual act directed against another person, forcibly and/or against that person's will;
 - any sexual act directed against another person where the person is incapable of giving consent;
 - incest;
 - or statutory rape.
 - **Dating Violence.** Violence committed by a person who is, or has been in a social or romantic relationship with the victim. The existence of such a relationship is determined based on
 - the length of the relationship;
 - the type of relationship;
 - and the frequency of interaction between the persons involved in the relationship.
 - **Domestic Violence.** Domestic Violence includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with, or has cohabitated with the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of South Dakota; or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of South Dakota.
 - **Stalking.** Stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress.

Supportive Measures

Supportive measures will be designed to restore or preserve access to Freeman Public School District education programs and activities in a manner that does not cause an unreasonable burden to any party. Supportive measures may include counseling, course modifications, schedule changes, increased monitoring, or supervision among others. Supportive measures shall be non-disciplinary, non-punitive, personalized, and narrowly tailored. Supportive measures will be kept confidential to the extent that maintaining confidentiality does not impact Freeman Public Schools ability to provide them. No fee will be charged for providing supportive measures. Upon notification of a potential incident of sexual harassment, the Title IX Coordinator will implement appropriate supportive measures or accommodations that are reasonably available to protect the safety and well-being of the complainant, the respondent, and others.

III. Reporting a Claim

Notifying Title IX Coordinator

Freeman Public School District employees who become aware of conduct that could constitute sexual harassment must notify the Title IX Coordinator immediately. Freeman Public Schools also encourages students who become aware of conduct that could constitute sexual harassment to report that conduct to a teacher, administrator, or the Title IX Coordinator. The person reporting does not need to be the alleged victim. The claim may be made at any time, including nonbusiness hours, by contacting the Title IX Coordinator using the telephone number, mailing address, or email address provided on the first page of this Policy. The Title IX Coordinator will address anonymous reports if there is an identifiable party.

Title IX Coordinator's Initial Response

Upon receiving notice of alleged sexual harassment, the Title IX Coordinator will contact the complainant (or the complainant's parent or guardian, depending upon the circumstances) to discuss supportive measures, explain the formal complaint process, and provide a copy of this policy. The Title IX Coordinator will document any supportive measures offered and the complainant's response. The complainant is not required to accept supportive measures. The Title IX Coordinator may also offer supportive measures to respondent if appropriate.

Threats of Physical Health or Safety

Upon learning of conduct that may constitute sexual harassment, the Title IX Coordinator may ask the Superintendent to conduct an individualized safety and risk analysis to determine if a student respondent is an immediate threat to the physical health or safety of any person. If the Superintendent determines that the student respondent is an immediate threat to the physical health or safety of any person, Freeman Public Schools may temporarily remove the student respondent from Freeman Public Schools educational programs or activities. Any removal must be in compliance with other federal laws and cannot be for disciplinary purposes. Freeman Public Schools will provide notice to the student respondent and offer alternative educational programs to the student respondent until a final determination is made under this policy. *The student respondent may challenge the decision immediately upon removal pursuant to SDCL 13-32-4.2.*

In appropriate situations, the Superintendent may place an employee respondent on non-disciplinary administrative leave pending resolution of a claim under this policy.

Presumption Respondent is Not Responsible

Respondents are presumed to be innocent until a final determination is made via the formal complaint process. No respondent will be subject to disciplinary measures unless found to have committed sexual harassment by a preponderance of the evidence at the conclusion of the formal complaint process.

Filing a Formal Complaint

If a complainant files a formal complaint, the Title IX Coordinator will initiate the investigation process. However, even if the complainant decides not to file a formal complaint, the Title IX Coordinator may file a formal complaint if the Title IX Coordinator reasonably determines that the law requires Freeman Public Schools to initiate an investigation. In that event, the Title IX Coordinator will sign a written complaint to initiate the process. The complainant need not participate in the process initiated by the Title IX Coordinator but retains all rights of a complainant.

Dismissal of Complaint or Allegation

The Title IX Coordinator may dismiss a formal complaint under the following circumstances:

- **Mandatory Dismissal.** The Title IX Coordinator must dismiss a formal complaint when the allegation does not meet the definition of sexual harassment under this policy; the action did not occur in the United States; or the activity did not occur in a Freeman Public Schools educational program or activity.
- **Discretionary Dismissal.** The Title IX Coordinator may dismiss a formal complaint if:
 - the complainant notifies the Title IX Coordinator in writing of their desire to withdraw the complaint;
 - the respondent is no longer enrolled or employed at Freeman Public Schools;
 - circumstances prevent Freeman Public Schools from gathering sufficient evidence to reach a determination of an allegation or complaint; or
 - the complainant is no longer a student or otherwise involved with Freeman Public Schools.

Within 10 days of the dismissal, the complainant may appeal the dismissal in writing to the Title IX Coordinator but only on the grounds of:

- procedural irregularities affected the outcome;
- new evidence that was not reasonably available when the determination regarding dismissal was made and this evidence could affect the outcome; or
- the Title IX Coordinator, investigator, or decision maker had a conflict of interest or bias that affected the outcome.

The Title IX Coordinator will make a determination on the appeal within 10 days of receiving it.

IV. Investigation of a Formal Complaint

Notice of Allegations

Upon receipt of a formal complaint and in the absence of grounds for dismissal, the Title IX Coordinator will provide written notice to the complainant and the respondent of the allegations and provide them with sufficient time to respond before an assigned investigator conducts any interviews. A copy of this policy will be included with the notice. The notice will include:

- The allegations of sexual harassment in sufficient detail as known at that time including the parties, the alleged conduct, and date(s) and location(s) of the alleged incident;
- A statement that the respondent is presumed innocent and that a determination regarding responsibility will not be made until the end of the formal complaint process;
- A statement that each party may choose an advisor who may be, but is not required to be, an attorney;
- A statement that each party has a right to inspect and review evidence;
- A statement that allegations need to be proved by a preponderance of the evidence;
- Notification of Freeman Public Schools formal complaint process

Timeframe for Formal Complaint Process

The formal complaint process begins with filing or signing the formal complaint and ends with a determination of responsibility. The Title IX Coordinator will coordinate the process and establish timelines as needed which will apply equally to the complainant and respondent. The Title IX Coordinator may adjust the timelines as necessary for good cause. If the parties elect to pursue informal resolution (discussed below), the timelines will be suspended during that process. If the Title IX Coordinator grants an extension of time for one party, the same extension will be granted to the other party. The Title IX Coordinator shall provide a written explanation to the parties of the good cause basis for any delay or extension. Reasons for extending time frames include, but are not limited to:

- absences of a party, advisor, or witness;
- school holidays or breaks;
- concurrent law enforcement investigation or activity;
- or accommodating students with disabilities.

Meetings will be scheduled at times that are convenient for both parties to the extent possible.

Investigation of Formal Complaint

The Title IX Coordinator will appoint an investigator (who may or may not be the Title IX Coordinator) to investigate the allegations in the formal complaint. Generally, the investigation shall be conducted in 30 calendar days or less. The burden of proof and gathering evidence sufficient to make a determination regarding responsibility rests with the Freeman Public School District and not the parties. All allegations in the formal complaint will be investigated.

Gathering Evidence. The investigator will meet with both the complainant and respondent separately to conduct initial interviews, gather information, and collect evidence. The parties may also submit evidence, testimony, witnesses, and other information to the investigator. The investigator shall establish deadlines for the submission of these materials that apply equally to both the complainant and respondent. Any party who is invited or expected to participate in a meeting or interview will be provided written notice by the investigator of the date, time, location, participants, and purpose of the investigative interview or meetings to provide the party with time to prepare. If a party wishes to use or does use information protected under a legally recognized privilege, the party must provide written proof showing that the person holding the privilege consents to use of the information for purposes of the formal complaint process.

Advisors. The complainant and the respondent may be accompanied by an advisor during the initial interview or other meetings during the formal complaint process. Freeman Public Schools may require the parents of a student that is under the age of 18, to consent to the release of information related to allegations, to the chosen advisor to preserve confidentiality of student information under the Family Educational Rights and Privacy Act (FERPA). Designated Advisors will be informed that any confidential information received may only be used for purposes of the Freeman Public School District Title IX formal complaint process.

Inspection of Evidence. Prior to issuing a report, the investigator will make any evidence submitted by the parties or obtained through the investigation available to both parties for inspection and review to give them the opportunity to respond meaningfully to it prior to the investigation's conclusion. This includes information the investigator has chosen not to rely on when reaching a determination regarding responsibility. The Title IX Coordinator will set a deadline for the parties to review the evidence and submit a written response to the investigator. The investigator will consider the parties' written responses prior to finalizing the investigation.

Investigation Report. Within 10 days after receiving the final responses from the parties, the investigator will complete a report and submit it to the Title IX Coordinator. The Title IX Coordinator will provide the report to the complainant and respondent at the same time. The report will summarize and analyze the relevant facts and evidence.

After providing the final investigation report to the complainant and respondent, the Title IX Coordinator will provide a copy of the report to the decision maker who will determine whether the allegations in the formal complaint constitute sexual harassment by a preponderance of the evidence. If the allegations are against the decision maker or if the decision maker has a conflict or is otherwise unable to serve as the decision maker, the Title IX Coordinator will appoint an alternative decision maker who is properly trained pursuant to the Title IX regulations.

Determination Regarding Responsibility

Upon receipt of the investigation report, the decision maker (or designated alternative decision maker) will determine if the preponderance of the evidence establishes that the respondent committed sexual harassment. The decision maker will remain objective in

evaluating all evidence and will not make credibility determinations based on a person's status (e.g. complainant, respondent, or witness).

The decision maker will give both complaint and respondent at least 10 calendar days after receiving the final investigator's report to submit written questions to be asked of the other party or witnesses identified in the report. Questions must be relevant and respectful. The decision maker will give each party and any witness the opportunity to respond to the questions. The decision maker may also permit additional, limited follow-up questions. If the decision maker determines that a question is irrelevant or inappropriate, an explanation will be provided to the party asking the question. The decision maker may impose reasonable deadlines to ask and respond to questions which will apply equally to both complainant and respondent.

Notwithstanding the rights of the parties to ask questions, the decision maker will not consider questions or evidence about the complainant's sexual predisposition or prior sexual behavior, unless the question is meant to prove someone other than respondent committed the alleged conduct, or if the questions or evidence concern specific incidents in the complainant's prior sexual behavior with respect to respondent and are offered to prove consent to sexual contact.

Within 20 calendar days after the deadline for both the complainant and respondent to ask and answer questions and submit any documentation, the decision maker will determine whether the conduct alleged constitutes sexual harassment by a preponderance of the evidence. The written determination of responsibility will:

- Identify the allegations potentially constituting sexual harassment;
- Describe the procedural steps taken during the formal complaint process, including notifications to parties, interviews with parties and witnesses, site visits, and methods used to gather evidence;
- Provide findings of fact supporting the determination;
- Identify if the Freeman Public School District code of conduct or other policies apply;
- State the rationale for the determination relative to each allegation.
- If the respondent is found to have committed sexual harassment, determine the appropriate response. The response will be designed to restore or preserve the complainant's equal access to Freeman Public Schools educational programs and activities and will be implemented by the Title IX Coordinator. Remedies may include suspension, expulsion, or ineligibility to play sports among others. A response does not need to be non-disciplinary, non-punitive, or avoid burdening the respondent if the respondent is found to have violated this policy. If the response includes long-term suspension of a student respondent, the student respondent will be advised of the right to appeal the suspension pursuant to SDCL 13-32-4.2 at the conclusion of the Title IX process (i.e., after any appeal is resolved or the deadline for appeal has passed).
- Provide notice of the procedures and permissible bases to appeal the determination.

The written determination will be provided to the complainant and respondent simultaneously.

Appeal

Either party may appeal the decision maker's determination to the Freeman Public School District school board, but only on the grounds of:

- procedural irregularities which impacted the decision;
- the discovery of new evidence that was not reasonably available when the determination was made and could affect the outcome; or
- the Title IX Coordinator, investigator, or decision maker had a conflict of interest or bias that affected the outcome.

If the party wishes to appeal, the party must file a written request for appeal setting forth all grounds to support the appeal with the Title IX Coordinator within 10 calendar days of the final determination. The Title IX Coordinator will submit the appeal, the investigator's report, and the decision maker's written determination to the school board who will review the appeal. The Title IX Coordinator will notify the non-appealing party of the appeal and the appeal process. The non-appealing party will be provided 10 calendar days to respond to the appeal.

No action on the sanctions or remedies issued by the decision maker will be taken until the appeal process has concluded. Supportive measures will be maintained until a final determination of the appeal.

The school board will review the appeal record, including the investigator's report, the written determination by the decision maker, and the written arguments of the complainant and respondent. No hearing will be conducted. The school board decision will be made by majority vote. The school board may affirm the decision, reverse the decision, or remand the decision for further proceedings. The school board will issue its written decision within 45 days of receipt of all relevant appeal documents (e.g., investigator's report, decision maker's determination, and arguments of the parties). The school board's decision is final.

Informal Resolution

Except in the case of a formal complaint alleging sexual harassment of a student by an employee, the Title IX Coordinator may offer the complainant and respondent the option of participating in a voluntary informal resolution process, such as mediation, prior to any final determination. Additionally, either party may request informal resolution by submitting a written request to the Title IX Coordinator. The Title IX Coordinator will notify the other party of the request. If the other party denies the request or either party withdraws from the informal resolution process, the Title IX Coordinator will notify the parties that the informal resolution process is terminated and resume the formal complaint process.

Prior to facilitating the informal resolution process, the Title IX Coordinator will provide all parties written notice disclosing the allegations, the requirements of the informal resolution process, right to withdraw and resume formal grievance process, and any consequences resulting from participating in the informal resolution process. The Title IX Coordinator will also obtain the parties' voluntary, written consent to the informal resolution process.

IV. Additional Information

Training

All Freeman Public Schools employees will receive regular training relative to mandatory reporting obligations, and any other responsibilities they may have relative to this policy.

Title IX Coordinators, investigators, decision makers, and any person who facilitates an informal resolution process will receive training on the definition of sexual harassment, this policy, the scope of Freeman Public Schools educational programs and activities, and how to conduct an investigation. The training will also include avoiding prejudgment of the facts, conflicts of interest, and bias. Decision makers will also receive training on issues of relevance of questions and evidence, including when questions about the complainant's sexual predisposition or prior sexual behavior are allowed. Investigators will receive training on issues of relevance to create an investigation report that fairly summarizes relevant evidence.

No Bias or Conflict of Interest

All persons involved in handling Title IX complaints must be impartial and not have an actual or perceived conflict of interest or bias against the complainant or respondent involved in a formal complaint or against complainants and respondents generally.

Other Reporting Options

Freeman Public Schools encourages people who believe they have been subject to or witnessed sexual harassment to use this policy. Individuals also have the right to file a complaint with outside enforcement agencies, such as the United States Department of Education Office of Civil Rights (OCR), the Equal Employment Opportunity Commission (EEOC), the South Dakota Department of Labor, and state or local law enforcement authorities. Freeman Public Schools reserves the right to conduct its investigation and take appropriate actions independently of any ongoing legal proceedings and regardless of the outcome or disposition of any legal proceeding.

Required Reporting

If at any point during the Freeman Public School District investigation, evidence is uncovered that requires reporting to law enforcement, Child Protective Services, or other entity, Freeman Public School District employees must take the necessary actions to do so in accordance with the law.

Misuse of Policy

A person who brings a reasonable charge of sexual harassment in good faith, even if it may be erroneous, will not be subject to discipline. However, the use of this policy for false, malicious, or frivolous purposes is strictly prohibited. Any student, faculty, or staff member who brings a false, malicious, or frivolous charge of sexual harassment may be subject to disciplinary action.

Record Retention

The Title IX Coordinator will maintain records related to Freeman Public Schools process and response related to allegations of sexual harassment for seven years. This includes records of any actions taken in response to allegations of sexual harassment, including supportive measures that do not result in a formal complaint.

Community Resources and Support

There are community resources available to victims of sexual harassment. Victims are encouraged to report crimes to the Freeman Police Department by dialing 911 or (605) 925-7025.

Victims may also seek assistance from any of the following agencies:

- Avera Sacred Heart Emergency Room – (605) 668-8100;
- Lewis and Clark Behavioral Health Service Crisis Line – (605) 665-4606;
- Yankton 24 Hour Domestic Violence Crisis Line – (605) 665-1488

Reviewed: 2/14/22

Approved: 2/14/22

TITLE IX FORMAL SEXUAL HARASSMENT COMPLAINT FORM

If you believe that you have been the victim of sexual harassment by a teacher/staff member, student, or another person, please fill out this form, sign where indicated below, and submit it using one of the methods (email or mail) in the contact information listed below.

Criminal conduct should also be reported to local law enforcement, and suspected abuse or neglect of a child should also be reported to the South Dakota Department of Child Protection Services at 605-668-3030.

This formal complaint form is intended for use by the alleged victim of Title IX sexual harassment (the "Complainant"). Under Title IX, a parent or legal guardian may sign a complaint form and otherwise act on behalf of a minor in the formal complaint process. Freeman School District will process all formal complaints in accordance with Title IX Policy.

Please print or type when completing this form:

Name of Complainant: _____

Address: _____

Telephone number: _____

Email address: _____

Check one: Student Employee Other: _____

If you are a parent or guardian filling this form out on behalf of a minor Complainant, please provide your contact information below.

Name: _____

Address: _____

Telephone number: _____

Email address: _____

Relationship to Complainant: _____

Please provide the name(s) of the person(s) you believe are responsible for the alleged sexual harassment, including what affiliation they have with Freeman School District (e.g. employee, student, volunteer, contractor, etc.) If the person is an employee, please include the person's title or position:

Please describe the facts and circumstances of the alleged sexual harassment causing this complaint. (Give specific details such as time, place, who was present, what specifically was said or done and by whom. Attach additional sheets if necessary.)

If the incident described above is part of a pattern of conduct, identify when the sexual harassment first occurred. Please provide specific dates, times, and locations, if possible.

Please provide the names and contact information of anyone who may have witnessed the alleged conduct.

If you have reported these allegations to another person, please state to whom and when you reported the alleged sexual harassment and provide their contact information (if known).

If you previously reported these allegations to a Freeman School District employee, please identify the employee, when you reported the allegations to the employee, and what response you received.

Please identify any evidence relating to your allegations. This could include pictures, video records, objects, text messages, voicemail messages, screen captures, emails, written communications, or any other item you have available for review. If you do not possess some form of evidence, you believe exists, please describe it and who you believe to be in possession of the evidence (including any contact information).

Please identify any supportive measures you are requesting, such as counseling, modifications of work or class schedules, mutual restrictions on contact between the parties, changes in work locations, leaves of absence, or increased security or monitoring.

Please provide any other information you believe would be helpful, including any outcome you are seeking through this process.

You will be contacted in the near future by the Freeman School District Title IX Coordinator who is trained to receive and process Title IX sexual harassment complaints. Please know that while the Freeman School District will process your complaint with discretion, the Freeman School District cannot guarantee confidentiality in this process as Title IX regulations require certain information be disclosed to the subject of the complaint.

Any questions or concerns that you may have during this process may be directed to the Freeman School District’s Title IX Coordinator (listed below).

SIGNATURE PAGE

Name of Complainant: _____

Signature: _____

If complainant is under 18,
parent(s) name: _____

Parent Signature: _____

Date of Filing: _____

If this formal complaint is being signed by the District’s Title IX Coordinator instead of a complainant:

Title IX Coordinator Name: _____

Title IX Coordinator Signature: _____

Date of filing: _____

FOR OFFICE USE ONLY

DATE COMPLAINT RECEIVED: _____

RECEIVED BY: _____

Title IX Coordinator:

Kristina Sage
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