

**School Lane Charter School
2400 Bristol Pike
Bensalem, PA 19020**

Board of Trustees Policy

ANTI-HARASSMENT POLICY

School Lane Charter School ("School Lane") shall provide an environment free from harassment. A key aspect of such an environment is protection from sexual, racial, religious, age, marital status, ethnic, political belief, disability status, ancestral, cultural, sexual orientation or gender harassment for every student and employee. Such harassment will not be tolerated by any employee, student or vendor doing business with School Lane.

Harassment is defined herein as: unwanted sexual advances, including request for sexual favors, and/or inappropriate verbal or physical contact; ethnic intimidation; or threats, jokes or use of derogatory language about any individual, race, religious or cultural group. Examples of inappropriate behavior include, but are not limited to, significant instances of:

- 1) The creation of a hostile, offensive and/or intimidating work/study, or any other school related environment.
- 2) Jokes, visual representations, graffiti or vulgar statements or the dissemination of materials that attempt to diminish the worth of any individual or group;
- 3) Requiring sexual favors, either implicitly or explicitly, as a condition for employment, promotion, wage scale, assignment of duties, shift assignment, grade(s) awarded, career and/or educational advancement or evaluation, of either students or employees;
- 4) Demeaning, sexually abusive, vulgar and/or intimidating remarks, harassment, or innuendo in speech, writing or gesture;
- 5) Unwanted touching;
- 6) Unwanted sexual flirtations, advances or propositions in speech or writing;
- 7) Favoritism and/or discrimination.

Individuals who believe they are/have been the victims of or have knowledge or have witnessed harassment must report such incidents as promptly as possible to their guidance counselor(s), principals(s), supervisor(s) or the Principal/Chief Executive Officer ("CEO").

The reporting of an alleged incident shall remain strictly confidential, within the bounds of any legal and investigative requirements. The confidentiality and rights of the accused shall be similarly respected.

All alleged incidents shall be investigated as promptly as possible, but no later than five (5) school days of the reporting of the incident. Where appropriate, criminal action may also be taken.

In the case of an alleged student-to-student incident, investigative procedures shall follow all established guidelines for student misconduct. An employee-employee or employee-student alleged incident shall be investigated by the Principal/CEO or her designee, who shall determine appropriate remediation and/or discipline in accordance with the Student Code of Conduct.

School Lane shall maintain full and confidential records of all such investigation, remediation and discipline (if imposed).

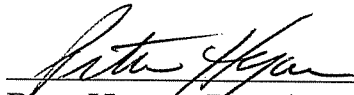
Any retaliation by a student or employee found guilty of harassment (or friend/supporter(s) of such an individual shall be handled as a most serious offense by the appropriate level of jurisdiction, including possible referral to the appropriate law enforcement agencies.

A substantiated charge of harassment shall result in appropriate disciplinary action, including, but not limited to, discharge or suspension without pay, or suspension or expulsion. Any disciplinary action shall be subject to the requirements of the Public School Code, State Board regulations and other applicable law. All complainants shall be guaranteed protection from reprisals of any type, including, but not limited to, continued employment, promotion, work assignment, grades awarded, etc., unless it can be proved such accusations were known to be false and malicious in their intent. If such malicious intent is proved, the complainant shall be subject to appropriate disciplinary action.

All students and employees shall be made aware of this policy and their rights to protection against harassment and against any type of retaliation for reporting alleged harassment. They also shall be informed of counseling services, where appropriate.

TO THE EXTENT THAT ANYTHING IN THIS POLICY COULD BE
CONSTRUED TO CONFLICT WITH APPLICABLE STATE AND/OR
FEDERAL LAWS, THE APPLICABLE STATE AND/OR FEDERAL LAWS
CONTROL. THIS POLICY IS NOT INTENDED TO CONFLICT WITH
CHARTER REQUIREMENTS.

ADOPTED this day 30th of July, 2009

A handwritten signature in cursive script, appearing to read "Peter Hyams", written over a horizontal line.

Peter Hyams, President

A handwritten signature in cursive script, appearing to read "Lauren Vazquez", written over a horizontal line.

Lauren Vazquez, Secretary