

Dallas Lutheran School (DLS) is committed to providing a working and educational environment for all students, faculty and staff that is free from sexual discrimination, including sexual misconduct. Every member of the DLS community should be aware that DLS is strongly opposed to sexual misconduct and that such behavior is prohibited by state laws.

DLS provides training to staff members to enable DLS to handle any allegations of sexual misconduct promptly and effectively. Accordingly, all employees should review and be familiar with the Reporting Procedures included in the Board of Directors' handbook under 203.73. This same policy is included in the Faculty/Staff Handbook. DLS will respond to all reports of sexual misconduct and will take appropriate action to prevent, to correct, and if necessary, to discipline behavior that violates this policy. Allegations of staff/student relationships will be reported to the Dallas Police Department.

Victims of sexual misconduct may file a report with the Dallas Police Department. An incident of sexual misconduct can be reported to law enforcement at any time, 24 hours a day/7 days a week, by calling 911. DLS encourages all members of the community to report information about any incident of sexual misconduct as soon as possible, whether the incident occurred on or off campus. Reports should be made either to a DLS administrator and/or law enforcement.

Filing a police report will:

- Ensure that a victim of sexual assault receives the necessary medical treatment and tests;
- Provide the opportunity of collection of evidence helpful in prosecution, which cannot be obtained later; and
- Assure the victim has a referral to confidential counseling from counselors specifically trained in the area of sexual assault.

At the complainant's request, DLS will assist the complainant in contacting law enforcement. If the complainant decides to pursue the criminal process, DLS will cooperate with law enforcement agencies to the extent permitted by law. A complainant has the option to decide whether or not to participate in any investigation conducted by law enforcement. Depending on the age of the complainant and the individual circumstances, DLS reserves the right to contact the parents of the involved student.

Making a report will not subject the victim to scrutiny or judgmental opinions from DLS officials. An individual who has experienced an incident of sexual misconduct may report the incident at any time, regardless of how much time has passed since the incident occurred. DLS is committed to supporting the rights of a person reporting an incident of sexual misconduct to make an informed choice among options and services available.

DLS will respond to all reports in a manner that treats each individual with dignity and respect and will take prompt responsive action to end any misconduct, prevent its recurrence, and address its effects.

DLS administrators should take every allegation (report, rumor, or suspicion) seriously. Even if such an allegation is difficult to believe, DLS is to make sure the child or student feels supported and administrators should not let their personal opinions or feelings prevent action. Sexual misconduct can occur in any school, despite rules and prohibitions to the contrary.