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### **Hardin County Schools Sexual Harassment Statement**

Pursuant to Title VII of the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972, “sexual harassment” **will not be tolerated or permitted** in the Hardin County Schools.

Any student/parent or employee, who believes that they have been “sexually harassed”, are encouraged to contact the local principal or district official to file an “official grievance” regarding the issue(s). If the allegation has occurred between students, the student/parent and local principal should notify Janay Sutton or Bobby Lewis, HCS Title IX Coordinators for Student Services, 65 W. A. Jenkins Rd., Elizabethtown, KY., 42701. Phone calls can be made to 270-769-8800. If the allegation involves district staff, the report should be made to Donna Foster and Chris Reed, HCS Title IX Coordinators for Human Resources, 65 W. A. Jenkins Rd., Elizabethtown, Ky. 42701. Phone calls can be made to 270-769-8800.

Once the allegation has been made and the incident reported, the school district will commence the investigation as soon as circumstances allow, but no later than three days of the receipt of the original complaint. The process outlining the “investigative procedure” is outlined in the Hardin County Schools Code of Conduct, which is distributed to students/parents yearly. The procedure for employees is in Hardin County Board of Education Policy 03.16 AP.1. The Code of Conduct and district policies can be found on the district’s website ([www.hardin.k12.ky.us](http://www.hardin.k12.ky.us)).

For those student(s) and or employee(s) that are found to have violated the “sexual harassment” policies of the district, penalties for students may include: suspension, removal to the alternative school (Brown St. or Hardin Co. High), or expulsion. The penalty for employees, should the “harassment” be severe in nature, may include termination.

Hardin County Schools is committed to providing a learning and working environment that promotes personal integrity, civility and mutual respect in an environment free of discrimination on the basis of sex, which includes all forms of sexual misconduct. Sex discrimination violates an individual’s fundamental rights and personal dignity. Hardin County Schools considers sex discrimination and “sexual harassment” in all of its forms a serious offense. This statement refers to all forms of sexual discrimination, including but not limited to sexual harassment, sexual assault, and sexual violence by employees, students, or third parties.