

Primary Prevention and awareness program

Montage Academy does not condone acts of sexual crimes including dating violence, domestic violence, stalking, sexual assault, and forcible sexual offences. More definitions available to the students and staff in the security report.

- **Sexual Assault:** Unwanted sexual acts directed against another person.
- **Dating violence:** violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with a victim.
- **Stalking:** Engaging in two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveys, threatens, or communicates to or about a person, or interferes with a person's property.
- **Domestic Violence:** A felony or misdemeanor crime of violence committed by a current or former spouse, a person with whom the victim shares a child, a person who has/is cohabitating with the victim as a spouse or intimate partner, a person similarly situated to a spouse under the domestic and family violence laws of the jurisdiction in which the crime of violence occurred; or any other person against an adult or youth victim who is protected from that person's acts under the domestic and family violence laws of the jurisdiction in which the crime of violence occurred.

Bystander intervention

Our bystander intervention program has been added to our Safe Dates program which is taught by staff to students. This section covers what being a bystander is, and how to be aware of this phenomenon so that students do not allow crimes to keep happening. Montage Academy asks students who are witnesses to a crime to seek safety for the victim if they can help the victim without risking their own personal safety. Even if they cannot get the victim to safety Montage asks a bystander to report a crime to the Title IX coordinator or police.

Risk reduction

At Montage we strive to empower our female students as they make up most of the student population. We encourage gender roles to be questioned so that our females do not accept the stereotypes that they are submissive to a man's wishes. The academy will occasionally get male students of which we teach them to respect woman's rights and privacy within the school as well as respecting their own rights. The school offers Safe Dates modified curriculum for the education to the students on how to stay safe and how to help others to be safe. This class is required for every student and is also taught to any staff that works on campus.

Disciplinary Action

Montage Academy policies require all of the Academy family to respect the personal rights of others and to obey the law. Any violation of another individual's right to be free from forcible and non-forcible sex offenses constitutes a serious violation of the school's policies which may result in the termination of employment, suspension, or dismissal from the school. Criminal charges may also apply through the police department. If an accusation is made Montage Academy will investigate these accusations. The victim and the accused are allowed the support of a non-legal trained person to sit with them during a hearing. This person is not allowed to speak on the behalf of the party and is solely there for support. Each party will be spoken to alone with their chosen support, and then spoken to with both parties in the same room. The verdict will be determined by the Title IX coordinator who is annually trained and will be punished accordingly, but not limited to expulsion. Parties may provide evidence in their individual or in the conference with both parties together. Evidence may be witnesses, or physical evidence. Types of evidence that is not permissible would entail questioning a complainant's prior sexual conduct. Evidence of past consent does not give the accused the right to obtain sexual interactions with the victim as past consent is not valid for future interactions. The verdict will be issued in writing to both parties, and a copy kept at the school for records. If a party does not wish to know the results of their investigation they have the right to waive that information being reported to them. If a party wishes to appeal the results of the investigation they must have new evidence and ask for an appeal in writing within **two** weeks of the initial verdict. The final results will be given in written notification to each party and a copy held in the school for their records.

Policy to prevent sexual crimes and procedures

Montage Academy has enlisted the Safe Dates program into the school for our prevention program. We also use the shifting the paradigm toolkit. Both of these programs combined are taught to teachers and staff who will then teach the students this material. The material is split between two sections as our students go through their programs faster than most institutions. Students will be introduced to the material the first Saturday of their attending the school. The program will cover sexual violence against women and men and how to recognize it, stalking information, bystander interventions, how to help friends who are suffering from abuse, consent, and how to gain help. If these crimes are committed the school will take action to find the truth of the report and will punish the accused if proven guilty accordingly. If a crime is committed the school will offer their support to the best of their ability within reason and the Title IX coordinator will help the victim to report the incident to the proper authorities if the victim wishes. If the victim chooses to report the crime on their own the Academy will offer the sources to report to, and will offer their support in and reasonable way the victim needs. Crimes will be reported to the Longmont Police Department. The student does hold the right to not press charges against their attacker. If a crime does occur it is important for the student to preserve any evidence. Keep a record of anything that is possible to keep a record of and in the case of rape it is important to get a rape kit performed to keep any DNA that can help the victim to prosecute their attacker. If the victim does not wish to press charges with the police Montage encourages the victim to still seek help from the Safe Shelter of St. Vrain to get the emotional help and counseling they may need. If an attack happens off campus but is reported on campus the school will still help to the best of its ability, offer support to the victim, and will help guide the victim through this process.

Confidentiality

Confidentiality is important to Montage Academy for the proceedings of any victim or person being accused of a sexual crime. Staff will not speak of these incidences to anyone that is not required to know information outside of the people reporting the incident to the school, or is involved in the reporting by the victim themselves. People that may be required to know information may be the office staff of the building including but not limited to the Owner of the school and the Director of the school. The police may also be notified in the best interest of the victim to ensure their safety and justice. If a student is accused their confidentiality will also be protected to ensure a fair trial. Confidentiality will be subject to the same guidelines as for the victim as police and office staff may need to be involved. For both victim and accused the school to the best of its abilities will keep confidentiality as long as it is within reasonable request of the school. Names of victims or perpetrators will not be disclosed in the school's report of sexual crimes, but the incident will be recorded by number of incidents. If the victim needs assistance in changing situations involving the school the Academy to the best of its ability within reason will help to provide such assistance, this information will also be kept confidential for the victim. If a crime happens off campus the Academy will aid in giving information for the victim to gain them the appropriate help.

Counseling devices and support services for victims

Montage Academy uses the services of Safe Shelter of St. Vrain Valley for their counseling services to domestic and sexual abuse. This site will offer support to victims and has resources to help victims. Montage Academy will also offer their support to the victim to the best of their ability within reason. Safe Shelter of St. Vrain Valley can be contacted by phone through 303-772-0432 or through their crisis line 303-772-4422 information can also be accessed through their website www.safeshelterofstvrain.org other resources available include

- Longmont Police Department phone # 303-651-8555 or 911
- Rape, abuse, and incest national network phone # 1-800-656-4673
- National Domestic Violence Hotline phone # 1-800-799-7233
- National Teen Dating Abuse Helpline phone # 1-866-331-9474
- National Youth Violence Prevention Resource Center www.safeyouth.org