



# FLIGHT INNOVATION, INC.

FAA Aircraft Dispatch Academy

## Comprehensive Sexual Misconduct Policy

Comprehensive Policy on Sexual Violence, Domestic Violence, Dating Violence, and Stalking

Effective Date: 9/2/2025

Approved by: School Administration

Location: 1827 Walden Office Square Suite 460, Schaumburg, Illinois 60173

Contact: [info@flightinnovation.com](mailto:info@flightinnovation.com) | (847) 892-7322

### I. Policy Purpose & Scope

This policy outlines Flight Innovation, Inc.'s commitment to creating a safe, inclusive, and respectful educational environment. It applies to all students, employees, contractors, and visitors and addresses conduct that constitutes sexual violence, domestic violence, dating violence, stalking, and related retaliation in accordance with 110 ILCS 155/10.

### II. Definitions

**Consent:** A freely given, informed, and mutual agreement to engage in sexual activity. Consent cannot be given when a person is incapacitated or coerced.

**Sexual Violence:** Any non-consensual sexual act including rape, sexual assault, sexual battery, or sexual coercion.

**Dating Violence:** Abuse or violence by someone in a romantic or intimate relationship with the victim.

**Domestic Violence:** Abuse by a current or former spouse, intimate partner, or other household member.

**Stalking:** A course of conduct directed at a person that would cause a reasonable person to fear for their safety or suffer substantial emotional distress.

**Retaliation:** Adverse action taken against a person for reporting or assisting in a sexual misconduct investigation.

### III. Prohibited Conduct

Flight Innovation prohibits all forms of:

- Sexual harassment and violence
- Dating and domestic violence
- Stalking
- Retaliation against individuals who report or participate in investigations



# FLIGHT INNOVATION, INC.

FAA Aircraft Dispatch Academy

## IV. Reporting Options

Reports can be made to:

Title IX Coordinator / Administrator

Name: Borys Pawlowski

Email: [info@flightinnovation.com](mailto:info@flightinnovation.com)

Phone: 847-892-7322

Address: 1827 Walden Office Square Suite 460, Schaumburg, Illinois 60173

Anonymous reports may be submitted via online form

<https://www.flightinnovation.com/sexual-violence-prevention>

## V. Investigation Procedures

- Initial Intake – A report is reviewed within 48 hours.
- Interim Measures – May include no-contact orders or schedule changes.
- Formal Investigation – Conducted by trained staff or external investigators.
- Hearing/Decision – Based on preponderance of the evidence standard.
- Sanctions – May include suspension, dismissal, or other disciplinary actions.
- Appeals – Available to both parties within 7 days of outcome notice.

## VI. Prevention and Training

Flight Innovation will offer:

Annual prevention programs to students and staff.

Training for all responsible employees on handling reports and trauma-informed care.

## VII. Confidentiality

While confidentiality cannot be guaranteed in formal processes, information will be shared only with those who need to know.

## VIII. Rights and Protections

- All parties involved in a sexual misconduct case will be:
- Treated with respect
- Offered support resources
- Protected from retaliation
- Given equal opportunity to present information