

SEXUAL HARASSMENT

Purpose of Policy

It is the policy of the Board of Education to provide an educational environment free of harassment based upon race, religion, ethnicity, or sexual orientation. To accomplish this purpose, the policy is designed to secure, at the earliest level possible, an appropriate resolution to incidents of harassment.

This policy is intended to supplement, and not replace, any applicable state or federal laws and regulations. Complaints under these laws and regulations shall be processed through the procedures established by the appropriate state and/or federal agencies.

Definition

For the purposes of this policy, harassment is defined as unwanted and unwelcome behavior from staff or students which interferes with a student's education. In the school environment, harassment may mean slurs, epithets, verbal abuse, derogatory comments, degrading description, vandalism to personal property, and threats of force or force through outright actions or intimidation.

Reporting Procedure

Any student who believes that he or she has been harassed by an employee, agent or student of the district should promptly report the facts of incident(s) and the name of the individual involved to the school administration. A written complaint will be prepared and the incident(s) will be investigated to gather the factual information about the circumstances, the context, and the nature of the incident. A copy of the complaint will be forwarded to the parent of the victim.

Confidentiality

An allegation of harassment and the results of the investigation shall be kept confidential to the extent reasonably possible under the investigation process.

Retaliation is Prohibited

The initiation of an allegation of harassment will not cause any reflection on the person reporting the incident. Retaliation of any kind is a violation of this policy. Any acts of retaliation shall be considered as separate incidents, shall be investigated, and shall be subject to disciplinary action as defined by this policy.

Time Limits

Students are encouraged to report allegations of harassment as soon as reasonably possible after the conduct in questions has taken place.

Disciplinary Action

When an allegation of harassment is supported by the investigation and disciplinary action is necessary, the school administration will determine what course of action is appropriate, depending upon whether the harasser is a student, staff member, or agent of the district.

Employees who violate this policy may be subject to disciplinary action up to and including dismissal. Such disciplinary action shall be in accordance with applicable policies, laws, and/or collective bargaining agreements.

Students who violate this policy may be subject to disciplinary action up to and including expulsion. Such disciplinary action shall be in accordance with board policy and state law.

Agents of the district who violate this policy may be subject to penalties and sanctions as may be available to the district, including termination of business relationships and contracts.

Appeal Procedures

An individual may appeal the findings of an investigation to the Board of the district. Appeals should be made within a reasonable time from the date of a finding.