

SEXUAL HARASSMENT OF STUDENTS

Code **JIAA** Issued **6/05**

Purpose: To establish the board's vision for student rights and responsibilities with regard to sexual harassment.

Sexual harassment of students by employees, other students or third parties is prohibited. All employees, students and third parties associated with schools must avoid any action or conduct which could be viewed as sexual harassment. The board directs district and school employees to take prompt, appropriate and responsive action to end sexual harassment and to prevent its reoccurrence. Teachers and school administrators are expected to use judgment and common sense which are important elements of a proper response to a particular allegation of sexual harassment of a student or inappropriate conduct of a sexual nature directed towards a student.

Any student who feels he/she has been subjected to sexual harassment, or the parent/legal guardian of a student who feels his/her child has been subjected to sexual harassment, is encouraged to file a complaint in accordance with the administrative rule which accompanies this policy. All allegations will be investigated promptly, thoroughly and impartially to determine what occurred. In the interim and at the conclusion of the investigation, appropriate steps will be taken to effectively address the situation.

Students who file a complaint of sexual harassment will not be subject to retaliation or reprisal in any form. Any employee or student who is found to have engaged in sexual harassment or inappropriate conduct of a sexual nature will be subject to disciplinary action, up to and including termination in the case of an employee, or expulsion in the case of a student, and all other appropriate steps will be taken to correct or rectify the situation.

Adopted 7/1/75; Revised 8/13/91, 4/4/95, 10/14/97, 6/14/05

Legal references:

A. United States Code:

1. Title VII of the Civil Rights Act of 1964, as amended, 42. U.S.C. 2000e - Prohibits discrimination in employment on the basis of race, color, national origin, religion or sex.
2. Title IX of the Educational Amendments of 1972.