

STUDENT PERSONNEL
Series 500

Policy Title: STUDENT SEXUAL HARASSMENT POLICY

Code: 506.10

Sexual harassment is a form of discrimination prohibited by Title VII of the Civil Rights Act of 1964. Sexual harassment is any unwanted attention of a sexual nature and is illegal under federal law – and will not be tolerated. Lapwai School District No. 341 is committed to providing an environment that is free from sexual harassment, where all staff members and students can work together comfortably and productively.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other continuous verbal or physical conduct of a sexual nature when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's grade or involvement in school activities.
2. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive school environment.

Examples of such prohibited behavior that is sexual in nature and is unsolicited and unwelcome include:

- **Written Contact** - sexually suggestive or obscene letters, notes, invitations, drawings. This also includes computer terminal messages of a sexual nature.
- **Verbal Contact** - sexually suggestive or obscene comments, threats, jokes (including jokes about racial and gender-specific traits), any sexual propositions, comments about student's body or sexual characteristics that are used in a negative or embarrassing way.
- **Physical Contact** - any intentional pats, squeezes, touching, pinching, repeatedly brushing up against another body, assault, blocking movement or coercing sexual intercourse.
- **Visual Contact** - suggestive looks, leering or staring at another body, gesturing, displaying sexually suggestive objects or pictures, cartoons, posters or magazines.

Every effort will be made to eliminate sexual harassment by non-employees, including customers, clients, suppliers, and patrons who have contact with students in school or school activities.

Student to student sexual harassment is prohibited in the school setting. Appropriate disciplinary action will be taken in response to incidents of student to student sexual harassment.

Student Sexual Harassment Policy - 506.10 (continued)

Any student who believes he or she has been sexually harassed should report the complaint as soon as possible to one of the following:

1. Classroom teacher or coach
2. Principal
3. Superintendent

All students are assured that they may file a complaint or assist an investigation without fear of retaliation by any student, administrator or teacher or the alleged harasser. Any complaints of retaliation will be promptly investigated and subject to disciplinary action.

Complaints and cases of sexual harassment will be handled promptly. Any student who violates this policy shall be subject to disciplinary action according to the findings of the investigation. Disciplinary action may include, but is not limited to, any of the following: warnings, detention, school service, mandatory counseling, suspension or expulsion.

School personnel will be trained in how to keep the school free from sexual harassment and how to handle sexual harassment complaints.

This policy will be part of the student handbook. Any suggestions for improvement to this policy are welcome.

Date of Adoption:
Readopted: July 2009

Legal References:
Title VII - Civil Rights Act
of 1964

Related References: