

Students

Exploitation

Sexual Harassment

The Board of Education condemns and prohibits all sexual harassment whether by students, certified or non-certified personnel, individuals under contract, or volunteers subject to the control of the Board and supports the rights of individuals claiming harassment to a full investigation of the complaint.

Sexual harassment consists of any unwelcome advances, requests for sexual favors or any conduct of a sexual nature which deliberately or carelessly creates an intimidating, hostile or offensive working or learning environment.

Sexual harassment can originate from a person of either sex against a person of opposite or the same sex and from staff as well as students.

Sexual harassment may include but is not limited to:

- continuing to express sexual interest after being informed that the interest is unwelcome
- writing or possessing obscene letters, notes or invitations
- making derogatory comments, slurs, jokes or epithets
- assaulting or unwanted touching
- making, impeding or blocking movements
- displaying sexually suggestive objects, pictures or cartoons
- leering or making sexual gestures

Sexual harassment may also involve the misuse of power for the purpose of gaining sexual gratification

- controlling, influencing or affecting educational opportunities
- manipulating and threatening to manipulate grades
- manipulating the learning environment
- denying course admission
- suggesting or giving poor performance evaluations or recommendations
- enhancing or limiting benefits or services due a student.

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Any student who believes he or she has been subjected to sexual harassment in school or at school sponsored activities should report the incident immediately to the building principal/designee either orally or by written complaint. All such incidents shall be investigated promptly. If it is found that sexual harassment has occurred, immediate and appropriate corrective and/or disciplinary action shall be taken. If a student knowingly initiates a false accusation, that student shall be suspended out-of-school for a minimum of two school days up to a maximum of ten school days and may be subject to expulsion for up to one calendar year as per policy 5114.

A student who commits sexual harassment in school or at school sponsored activities shall be suspended out-of-school for a minimum of two school days up to a maximum of ten school days and may be subject to expulsion for up to one calendar year as per Policy 5114. The duration of suspension may be modified by the building principal or designee for a student in grades kindergarten through four. In-school suspension may be imposed in lieu of out-of-school suspension in instances of minor infractions when there is no history of misconduct by the student.

A student who commits sexual harassment off school property and such behavior is seriously disruptive of the education process and is in violation of a publicized board policy may be suspended for up to 10 consecutive school days and be expelled for up to one calendar year.

The superintendent shall ensure that students are educated about the nature and characteristics of sexual harassment and the process for reporting such behavior.

cf: 5114, Removal, Exclusion, Suspension, Expulsion/Due Process
5144-5131, Conduct/Discipline/Punishment
5131.1, Bus Conduct
5131.21, Violent and Aggressive Behavior