

**STUDENT AND PERSONNEL
SERIES 500**

504.8

Title: Sexual Harassment/Bullying/Hazing

The Board is committed to maintaining an educational and workplace environment that protects and promotes dignity, individual worth, and mutual respect for each individual, and is free from sexual harassment, bullying, hazing and cyber-bullying or hazing. Sexual harassment, bullying, hazing and cyber-acts of the same negatively affect morale, motivation, job and educational performance and may well be illegal. Such actions are inappropriate, offensive and will not be tolerated.

I. Sexual Harassment/Intimidation

Sexual harassment is a form of sex discrimination and shall be a violation to harass through conduct or communication of a sexual nature or a verbal or physical nature as addressed in this policy, while on any school premises or property, on any school bus or school transportation or at any school sponsored activity, regardless of location.

A student or employee of the District engages in sexual harassment whenever he/she makes unwelcome advances, requests sexual favors, makes unwelcome sexual comments or innuendos or engages in other verbal, non-verbal or physical conduct of a sexual or sex-based nature. Specific acts of sexual harassment include but are not limited to:

1. Comments, suggestions, jokes or derogatory remarks based on sex.
2. Unwelcome physical behavior such as pats, squeezes, repeatedly brushing against someone's body.
3. Impeding or blocking normal work or movement.
4. Visual harassment such as posting sexually suggestive or derogatory photographs, cartoons or drawings.
5. Unwanted sexual advances.
6. Pressure for sexual favors or activity.
7. Discussions of sexual experiences.
8. Intimidation by words, actions or insults or name calling, teasing relating to sexual characteristics.
9. Spreading rumors relating to a person's alleged or otherwise sexual activities or proclivities.
10. Other such similar conduct.

II. Bullying/Cyber-bullying/Hazing/ Cyber-hazing

A. Bullying:

Bullying is aggressive behavior, threatening, intimidating or frightening of others with an apparent intent to dominate, control or cause fear for one's safety, one's emotional well being or the safety of one's property. Specific acts of bullying

may include but are not limited to the physical, written or verbal statements or threats which a reasonable person under the same or similar circumstances would know such to:

1. Injure a student.
2. Physically, emotionally or mentally harm a student.
3. Damage a student's property or possessions.
4. Place a person in fear of personal injury.
5. Place a person in fear of damage to property or possessions.
6. Interfere with the educational environment, educational performance or educational opportunities.
7. Covert use of relationships as weapons to inflict emotional pain, embarrassment or humiliation.
8. Other such similar conduct.

B. Hazing:

Hazing is to subject a person to bodily danger, physical harm, severe emotional harm, extreme embarrassment or personal degradation. Specific acts of hazing may include but are not limited to:

1. Ostracizing a student from activities or events because of the individual's status with the group.
2. Calling a student a demeaning name because of group status. ‘
3. Silence directed toward a student to harass, intimidate, degrade or embarrass.
4. Writing “progress reports” or commenting about student progress due to inspection by other students.
5. Requiring use of certain words or terms with regard to personal identification.
6. Meaningless duties, responsibilities or obligations assigned by one student or group of students to another.
7. Students depriving another student of privileges.
8. Requiring students to perform personal services for each other.
9. Performing or participating in a ritual where students address each other based upon status.
10. Other such similar conduct.

C. Cyber-Bullying or Cyber-Hazing:

Cyber-bullying or cyber-hazing is defined by the District to include, but not necessarily be limited to any act of harassment, intimidation or bullying, including acts of sexual harassment or intimidation, that are conducted through electronic means, whether by telephone call, cell phone, e-mail, text message, hot mail, instant messaging or any other form of electronic communication or

electronic imaging. Specific acts of cyber-bullying or cyber-hazing may include but not be limited to:

1. Sending unwelcome electronic messages, through any form, that are threatening or designed to cause fear of personal injury or property damage to the recipient
2. Photographs, video-clips or any other electronic visual image used to make a person feel bullied, harassed, threatened, embarrassed or intimidated. Such visual image may be sent either to the independent victim of the harassment or to third persons.
3. Phone calls leaving abusive messages to another student.
4. Silent phone calls made with the intention to harass, annoy, embarrass or cause fear in the recipient.
5. Electronic mail communications, by any form, sending threatening messages.
6. Use of web-based chat rooms or blogs to conduct any of the above activities or any matter addressed in this policy.
7. The use of defamatory blogs, personal websites and on line personal polling sites with the intention to embarrass, harass, intimidate or threaten students or to spread rumors about students.
8. Other such similar conduct.

Individuals who knowingly violates any of the above in this policy, condones, encourages, or fails to report to take action to remediate such behavior may themselves be subject to discipline from the District as well as the State Department of Education, Professional Standards Commission.

Any individual seeking further information should contact the Superintendent as the Title IX Coordinator for the District.

The superintendent will develop administrative procedures and necessary forms to implement this policy.

Cross Reference: 3210 Uniform Grievance Procedure
Administrative Procedures

Legal References: 20 U.S.C. § 1681, et seq. Title IX of the Educational Amendments
34 CFR Part 106 I.C., § 67-5909 Acts Prohibited I.C., § 18-917 (A)

Adopted: June 12, 2006
Revised: February 9, 2009