

JGEC - SEXUAL HARASSMENT

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Sexual harassment will not be tolerated in the school district. Sexual harassment of students of the district by board members, administrators, certificated and support personnel, students, vendors, and any others having business or other contact with the school district is strictly prohibited.

It shall be a violation of this policy to sexually harass a student, for a student to sexually harass another student, or for any employee or student to discourage a student from filing a complaint or to fail to investigate or refer for investigation, any complaint lodged under the provisions of this policy.

Sexual harassment is unwelcome sexual advances, requests for sexual favors, and other inappropriate oral, written or physical conduct of a sexual nature when made by a member of the school staff to a student, when made by a student to a school staff member, or when made by a student to another student when: (1) submission to such conduct is made, explicitly or implicitly, a term or condition of the individual's education; (2) submission to or rejection of such conduct by an individual is used as the basis for academic decisions affecting that individual; or (3) such conduct has the purpose or effect of interfering with an individual's academic or professional performance or creating an intimidating, hostile or offensive academic environment. Sexual harassment may include, but is not limited to: verbal harassment or abuse; pressure for sexual activity; repeated remarks to a person, with sexual or demeaning implication; unwelcome touching; or suggesting or demanding sexual involvement accompanied by implied or explicit threats concerning a student's grades, or participation in extra-curricular activities.

When acts of sexual harassment or other violations of this policy are substantiated, appropriate action will be taken against the individual. The building principals shall insure that all staff members and students are made aware of this policy and that students are provided examples of inappropriate behaviors which are consistent with their development and level of maturity.

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Any student who believes that he or she has been subjected to sexual harassment should discuss the alleged harassment with the principal, guidance counselor, or another certified staff member. If the matter is not resolved to the satisfaction of the student in this meeting, the student may initiate a complaint under the district's discrimination complaint or grievance procedures. (See KN and GAEA).

The filing of a complaint or otherwise reporting sexual harassment will not reflect upon the individual's status nor will it affect grades, future employment or assignments. Confidentiality will be maintained throughout the complaint procedure.

Students who falsely and maliciously accuse others of sexual harassment shall be disciplined in accordance with district disciplinary procedures.

APPROVED: August 16, 1993

REVIEWED: January 14, 2002

REVIEWED: April 10, 2012

REVIEWED AND APPROVED: January 14, 2013