

Avoyelles Parish School System

Sexual Harassment Policies and Procedures Manual

Approved by the Avoyelles Parish School Board

June 3, 1997

Avoyelles Parish School Board is committed to providing a safe and stable climate for learning in every school. The **Handbook on Attendance, Discipline and Student Records** addresses the expectation for an atmosphere in which students and school personnel can work productively. The policy on Sexual Harassment will be referenced in this document beginning school year 1997-1998. This policy states the following:

Avoyelles Parish School Board Policy on Sexual Harassment

I. POLICY

- A. The Avoyelles Parish School board is a political subdivision of the State of Louisiana and as such is entrusted with care of thousands of children ranging from ages 3 to adulthood. It is tasked by the State and USA to maintain an environment that is devoid of inappropriate sexual behavior in any form involving employer-employee, employee-student, student-student or any other combination of these relationships.
- B. It is the policy of this Board that sexual conduct involving any of the relationships identified above, or any combination of Avoyelles Parish School Board property during school hours or official school functions will be considered conduct subject to disciplinary action by the Board or its representative as a minimum.
- C. It shall be a violation of this policy for any member of the Avoyelles Parish Public Schools staff to harass another staff member or student through conduct or communications of a sexual nature as defined in Section II. It shall also be a violation of this policy for students to harass other student or staff through conduct or communications of a sexual nature as defined in Section II.
- D. Each administrator shall be responsible for promoting understanding and acceptance of, and assuring compliance with, state and federal laws and board policy and procedures governing sexual harassment within his/her school or office.
- E. Violations of this policy or procedure will be cause for disciplinary action, and depending on the circumstances, criminal prosecution.

II. DEFINITION

- A. Sexual harassment means unwelcome sexual advances, requests for sexual favors and other 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 a person's employment or advancement or of a student's participation in school programs or activities; or
 2. submission to or rejection of such conduct by an employee or student is used as the basis for decisions affecting the employee or student or evaluation of the employee or student; or
 3. such conduct has the purpose of effect or unreasonably interfering with an employee's or student's performance or creating an intimidating, hostile, or offensive work or learning environment.
- B. Sexual harassment, as set forth in Section II-A, may include, but is not limited to, the following:
- >verbal harassment or abuse
 - >pressure for sexual activity
 - >repeated remarks with sexual or demeaning implications
 - >unwelcome touching
 - >sexual jokes, posters, etc.
 - >suggesting or demanding sexual involvement, accompanied by implied or explicit threats concerning one's grades, job, etc.

III. PROCEDURES

- A. Any person who alleges sexual harassment by an employee or student in the school district may use the procedure detailed in the Avoyelles Parish School Board complaint procedure or may complain to his or her immediate supervisor, building principal, or district Title IX Supervisor. Filing a grievance or otherwise reporting sexual harassment will not reflect upon the individual's status, nor will it affect future employment, grades, or work assignments.
- B. The right to confidentiality for both the accuser and the accused will be respected consistent with the school district's legal obligations and with the necessity to investigate allegations of misconduct and to take corrective action when this conduct has occurred.

IV. SANCTIONS

- A. A substantiated charge against an employee in the school district shall subject that staff member to disciplinary action up to and including discharge.
- B. A substantiated charge against a student in the school district shall subject that student to disciplinary action, which may include suspension or expulsion, consistent with the student discipline code.

V. NOTIFICATION

Notice of this policy will be circulated to all schools and departments of the Avoyelles Parish Schools and incorporated in employee and student handbooks. Training regarding this policy and the prevention of sexual harassment shall be held for all employees and students in all school on an annual basis.