

## SEXUAL HARASSMENT POLICY

Sexual harassment is a precisely defined illegal and forbidden form of differential treatment based on gender.

Legally, it is defined as: Unwelcome sexual favors and other verbal or physical conduct of a sexual nature whether made explicitly or implicitly.

Also such conduct has the purpose or effect of creating an intimidating, hostile, or offensive educational environment.

The following are examples of verbal sexual harassment including and not limited to:

Unwanted or unwelcome comments about someone's body or body parts.

For example:

- Sexual suggestions, threats or noises, i.e.: whistling
- Spreading sexual rumors or threats
- Insulting comments about sexual orientation
- Sexual jokes

The following are examples of visual sexual harassment including and not limited to:

- Unwanted or unwelcome staring or pointing at a person's body.
- Displaying obscene sexual material - for example placing it in someone's locker or on someone's computer.
- Writing sexual remarks, suggestions, or drawing along with a person's name in view of the public.
- Making obscene gestures.

The following are examples of physical sexual harassment including and not limited to:

- Unwanted or unwelcome grabbing or touching in a sexual way
- Tearing or pulling at a person's clothing
- Purposely bumping or brushing against someone
- Kissing or holding a person against his or her will
- Preventing someone from moving freely

Any student who believes that he/she has been subjected to sexual harassment shall report all incidents of such conduct to the District's designated complaint officers, the school nurse or Mr. Dorsey, through informal and/or formal complaint procedures. Any issue brought to the attention of a complaint officer will remain confidential. In the event that the complaint officer is the offender, the complainant shall report his/her complaint to the next level of supervisory authority (Superintendent/Principal).