

STUDENT HARASSMENT GUIDELINES

A. DEFINITIONS:

1. "Student harassment" means behavior toward students based, in whole or in part, on sex, race, religion, national origin, color, ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability or handicap which substantially interferes with a student's school performance or creates an intimidating, hostile or offensive school environment.
2. "Sexual harassment" includes unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature. Sexual harassment also includes, but is not limited to, unwelcome sexual flirtations, advances or propositions, verbal abuse of a sexual nature, subtle pressure or requests for sexual activities, unnecessary touching of an individual, graphic verbal commentaries about an individual's body, sexually degrading words used to describe an individual, a display in the workplace of sexually suggestive objects or pictures, sexually explicit or offensive jokes, or physical assault. Sexual harassment can take the form of any unwanted sexual attention, ranging from leering, pinching, patting, verbal comments, and subtle or expressed pressure for sexual activity. Besides the anxiety caused by sexual demands on the recipient, there is the implicit message from the alleged offender that noncompliance will lead to reprisals. Such reprisals may include, but are not limited to, harassment escalation, unsatisfactory academic evaluations, sabotage of the victim's work, difference in academic treatment, sarcasm, and ultimately loss of a passing grade.

B. Student Harassment by Students

Any student who feels she/he has been subjected to harassment by another student may contact a teacher, counselor, principal or the Education Equity Officer. Any harassment complaint received by a teacher, counselor or principal will be referred to the Education Equity Officer

The Education Equity Officer will investigate and mediate the complaint and will meet separately with each individual involved in the complaint. A group session between the parties involved in the complaint may be held in an effort to resolve the complaint on an informal basis, unless the complainant objects.

Informal mediation shall continue for a period of no more than 30 days or until resolution is achieved if that is less. At the informal stage, the hope is to sensitize the alleged offender to the effects of such behavior and to eliminate the improper behavior. When the Education Equity Officer can resolve the complaint informally, no disciplinary action will be taken.

Following the period of 30 days, should mediation efforts fail or in the event that the alleged offender does not follow through with the resolution agreed upon, and the complaint remains unresolved, the complainant may contact the District Administrator for further resolution. The District Administrator shall process the matter under the District **student discrimination** complaint procedure. A confidential record of the proceedings in the informal procedure will be maintained. The privacy of the complainant and the person accused of harassment will be kept strictly confidential to the greatest extent allowed by law.

Complaints on the basis of certain factors (sex, race, color, national origin, handicap and disability) may also be made to the Office for Civil Rights, Regional Office V, 300 South

School District of Rib Lake

Wacker Drive, Chicago, 11, 60606 (312-353-2520).

C. Student Harassment by Employees or Private Citizens

Any student who feels she/he has been subjected to harassment by a Rib Lake School District employee or private citizen may contact her/his principal or the Education Equity Officer. [If the High School Principal is personally involved with respect to any specific complaint, the District Administrator shall act as the Education Equity Officer with regard to the complaint. An appeal from the District Administrator's actions as Education Equity Officer shall proceed directly to the Board.] Such allegations will be handled under the **student discrimination** complaint procedures or reported to the appropriate authorities.

FIRST READING: October 12, 2000

SECOND READING: November 9, 2000