

Descriptor Term:	Descriptor: JBAA-E	Issued: DRAFT
SEXUAL HARASSMENT: ADULT-TO-STUDENT PROHIBITIONS	Rescinds:	Issued:

The Tupelo Public School District does not tolerate sexual harassment or inappropriate relationships between employees and students in any form and will take all necessary and appropriate action to eliminate it, up to and including, disciplinary action. This policy encompasses all adults in contact with students of the District including employees and volunteers. Examples of prohibited conduct are:

A. Inappropriate conduct: Any behavior by an employee or volunteer toward a student that would reasonably cause the student to feel uncomfortable or that would reasonably give the appearance of impropriety, regardless of whether such behavior is complained of by the student, regardless of whether the behavior is overtly sexual, and/or regardless of whether such behavior would constitute a crime. Examples of adult-to-student behavior that may, upon examination of the totality of the circumstances, constitute inappropriate conduct under this policy, and lead to employee discipline, up to and including termination for cause, include, but are not limited to:

1. Sexual invitations or requests for sexual activity in exchange for grades, preferences, playing time on athletic teams, etc.;
2. Physical displays of affection, including “full body hugs, holding hands, kissing, caressing of hair, face, or clothing, suggestive dancing, and massages;
3. Personal communication with a student via telephone, pager, email, texting, letters, notes, Facebook, MySpace, Twitter, Xanga or any other social networking site for reasons unrelated to instruction or official school business;
4. Conversations or discussions with students that are sexually suggestive, sexually degrading, that imply sexual motives or intentions, or that pry into a student’s personal business, including sexual remarks or innuendoes about a student’s body or appearance, discussions about sexual experiences or exploits, spreading sexual rumors, telling sexual jokes, questioning a student about his or her boyfriend, girlfriend, sexual experience and attitudes, etc.;
5. The use of sexual innuendos, sexual profanity, or sexual slang in front of students;
6. Obstructing access, or the view, into classrooms, closets or storage areas by locking doors when in a classroom or office alone with a student, covering windows with paper or other opaque material, etc.;
7. Transporting students in a personal vehicle without written permission from parents and supervisors, unless such transportation is necessary in the event of a health or safety emergency, or other legitimate extenuating circumstances;
8. Drinking alcohol or taking illicit drugs in the presence of students; providing alcohol or drugs to students; or permitting students to drink alcohol or take drugs at school-sponsored activities, at the employee’s residence, or in any other context;
9. Inviting a student to travel or go somewhere alone, including to the employee’s or the student’s residence;
10. Providing a student with gifts, money, cards, privileges, or other personal favors;
11. Taking student to lunch off-campus in the employee’s personal vehicle;
12. Engaging in the improper use of school computers, personal computers or mobile devices, including but not limited to: accessing, downloading, or uploading pornography; sharing Internet pornography or emails with students; creating or maintaining Websites with sexual content or pictures of children; participating in sexual discussion with students by means of email, Internet chat rooms, Instant Messaging, or any other form of on-line communication;
13. Requesting or encouraging students to model; taking or distributing photographs of individual students; or promoting students on Web pages or through other means, particularly where such activities contain sexual innuendo or content and are undertaken without the parent’s knowledge or consent;

- 14. Hot-tubbing or playing inappropriate party games with students;
 - 15. Participating in, or condoning, inappropriate physical pranks, teasing, or hazing such as “mooning,” “snuggles,” “wedgies,” bra-snapping, skirt “flip-ups,” pinching, etc.;
 - 16. Organizing, participating in or condoning skits, assemblies or productions that are sexually suggestive, sexually degrading, or that imply sexual motives or intentions;
 - 17. Providing, paying for, attending, or covering up medical appointments or procedures for a student, such as tests for pregnancy or sexually transmitted diseases, labor and delivery, or abortion;
 - 18. Viewing with a student at a movie theater, on television, or on the Internet, sexually explicit or inappropriate movies, programs or content;
 - 19. Allowing or encouraging students to call a school employee by his or her first name, rather than by a professional title such as “Mr.,” “Mrs.,” “Ms.,” “Coach,” “Dr.,” etc.
- B. Sexual Abuse: Any form of criminal sexual conduct as defined by State or Federal law, including but not limited to rape, attempted rape, statutory rape, sexual assault and battery, hazing, child sexual abuse, gratification of lust, or contributing to the delinquency of a minor.