

Sexual Harassment/Intimidation of Students

1. Physical acts of aggression or assault, damage to property, or intimidation and implied or overt threats of violence motivated by victim's sex, race, color, national origin, age, religious beliefs, ethnic background or disability;
2. Demeaning racial jokes, taunting, slurs and derogatory "nicknames," innuendos, or other negative remarks relating to the victim's sex, race, color, national origin, age, religious beliefs, ethnic background or disability;
3. Graffiti and/or slogans or visual displays such as cartoons or posters depicting slurs or derogatory sentiments related to the victim's sex, race, color, national origin, age, religious beliefs, ethnic background or disability; and
4. Criminal offences directed at persons because of their sex, race, color, national origin, age religious beliefs, ethnic background or disability;

Harassment also includes an act of retaliation taken against (1) any person bringing a complaint of harassment, (2) any person assisting another person in bringing a complaint of harassment, or (3) any person participating in an investigation of an act of harassment.

Sexual harassment is a form of misconduct that includes unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct or other verbal or physical conduct of a sexual nature when:

Reporting Procedures

1. Any student, and/or parents of a student, who believe the student is being harassed should immediately report the situation to a counselor, teacher, Title IX coordinator, or administrator who will assist them in the complaint process, per Policy 3085 and Procedure 3085P.
2. Any district employee who receives a report of harassment from a student, becomes aware that a student is being subjected to harassment, or in good faith believes that a student is being subjected to harassment, is required to report the matter to the building principal immediately. In the event the complaint involves the principal, the matter must be immediately reported to the superintendent.
3. Any district employee who witnesses harassment of a student should take immediate, appropriate action to intervene to stop the harassment.
4. Any student who becomes aware that a fellow student is being subjected to harassment should immediately report the incident to a counselor, teacher, or the principal.

An individual with a complaint alleging a violation of this policy which does not fall within the scope of allegations addressed by Procedure 3085P shall follow the Uniform Grievance Procedure.

Notifying Parent / Legal Guardian

The parent or legal guardian of a student must be notified by appropriate school staff when a student is either a victim or perpetrator of harassment and/or sexual harassment.

Should no evidence of harassment and/or sexual harassment be obtainable, a parent or legal guardian must still be notified of any incident in which a student's:

- Mental health or wellbeing is compromised
- Physical health or wellbeing is compromised
- Emotional health or wellbeing is compromised

Legal Reference:

I.C.33-6001

Parental Rights in Education

Procedure History:

Adopted on: March 19, 2025

Revised on: