

HARASSMENT OF STUDENTS

Harassment of students will not be tolerated in the district. This policy is in effect while students are on district grounds, district property or on property within the jurisdiction of the district; while on district-owned and/or district-operated buses, vehicles or chartered buses; while attending or engaged in district activities; and while away from district grounds if the misconduct directly affects the good order, efficient management and welfare of the district.

Harassment includes, but is not limited to, harassment on the basis of race, religion, sex, national origin, disability, parental or marital status or age.

Sexual Harassment

Sexual harassment means unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when:

- . Submission to, or rejection of, such conduct is made either explicitly or implicitly a term or condition of a student's education or of a student's participation in district programs or activities;
- . Submission to, or rejection of, such conduct by a student is used as the basis for decisions affecting the student;
- . Such conduct has the purpose or effect of unreasonably interfering with a student's performance or creating an intimidating or hostile learning environment.

Sexual harassment as set out above may include, but is not limited to, the following:

- . Verbal or written harassment or abuse;
- . Pressure for sexual activity;
- . Repeated remarks to a person with sexual or demeaning implications;
- . Unwelcome touching;
- . Suggesting or demanding sexual involvement, accompanied by implied or explicit threats concerning one's grades, achievements, etc.

Harassment

Harassment on the basis of race, religion, sex, national origin, disability, parental or marital status or age means conduct of a verbal or physical nature that is designed to embarrass, distress, agitate, disturb or trouble students when:

- . Submission to such conduct is made either explicitly or implicitly a term or condition of a student's education or of a student's participation in district programs or activities;

(continued)

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- . Submission to or rejection of such conduct by a student is used as the basis for decisions affecting the student;
- . Such conduct has the purpose or effect of unreasonably interfering with a student's performance or creating an intimidating or hostile learning environment.

Harassment as set forth above may include, but is not limited to, the following:

- . Verbal, physical or written harassment or abuse;
- . Repeated remarks of a demeaning nature;
- . Implied or explicit threats concerning one's grades, achievements, etc.;
- . Demeaning jokes, stories or activities directed at the student.

Harassment is a violation of district policy and regulations and may also be a violation of criminal or other laws. Students whose behavior is found to be in violation of this policy will be subject to the investigation procedure which may result in discipline, up to and including suspension and expulsion. The district has the authority to report students in violation of this policy to law enforcement officials.

Retaliation against a student because the student has filed a harassment complaint or assisted or participated in a harassment investigation or proceeding is also prohibited. A student who is found to have retaliated against another in violation of this policy will be subject to discipline up to and including suspension and expulsion.

It shall also be the responsibility of the superintendent, in conjunction with the investigator and principals, to develop administrative regulations regarding this policy.

The district will promptly and reasonably investigate allegations of harassment. Any student who has knowledge or feels he/she is a victim of harassment should immediately report his/her concerns to the building principal or the superintendent if the principal is the subject of the complaint.

END OF POLICY

Legal References:

ORS 12.117

ORS 418.746 - 418.751

ORS 419B.005 - 419B.045

ORS 659.150

OAR 581-21-045 - 049

OAR 584-20-040

Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C.A., Section 2000(e) et seq. (West 1985)

Act of June 12, 1972, sec. 901-907, 20 U.S.C., Sec. 1681 (1988 Title IX)

Rehabilitation Act of 1973, 29 U.S.C.A. Sections 504, 791, 793, and 794 (West 1985)

Americans with Disabilities Act of 1990, 42 U.S.C. Section 12101 et seq. (1988)
29 CFR Part 1630