
SEXUAL HARASSMENT OF STUDENTS PROHIBITED

The District is committed to a positive and productive learning environment free from discrimination, including sexual harassment. This commitment extends to all students involved in academic, educational, extracurricular, athletic, and other programs or activities of the school, whether or not that program or activity is in a school facility, on school transportation or at a class or school activity held elsewhere.

The District prohibits harassment of and by students. The District will not tolerate any form of harassment as defined by this policy. It is a violation of this policy and the District's student discipline policy for any student of the District to harass another student, staff member, volunteer, vendor, visitor, parent or guardian. This policy also prohibits harassment of students by staff members, volunteers, vendors, visitors, parents or guardians. Violations of the policy should be immediately reported by the student or anyone with knowledge of the harassing conduct to the building administrator. The building administrator will file a report with the District Title IX officer, Civil Rights Coordinator, or the director of Human Resources.

DEFINITION

As used in this policy, "sexual harassment" means unwelcome sexual advances, requests for sexual favors, sexually motivated physical contact, or other verbal or physical conduct or communication of a sexual nature between two or more individuals if:

- a) Submission to that conduct or communication is made a term or condition, either explicitly or implicitly, of obtaining an education;
- b) Submission to or rejection of that conduct or communication by an individual is used as a factor in decisions affecting that individual's education; or
- c) That conduct or communication has the purpose or effect of substantially interfering with an individual's educational performance, or of creating an intimidating, hostile, or offensive educational environment.

Sexual harassment may include conduct or communication that involves adult to student, student to adult, student to student, adult to adult, male to female, female to male, male to male, and female to female.

INVESTIGATION AND RESPONSE

If the District knows, or has reason to suspect, that sexual harassment has created a hostile environment, it will promptly investigate to determine what occurred and take appropriate steps to resolve the situation. If an investigation reveals that sexual harassment has created a hostile environment, the District will take prompt and effective steps reasonably calculated to end the harassment, eliminate the hostile environment and prevent its recurrence. The District will take prompt, equitable and remedial action within its authority on complaints alleging sexual harassment that come to the attention of the District, either formally or informally.

Allegations of criminal conduct will be reported to law enforcement and suspected child abuse will be reported to law enforcement or Child Protective Services. Regardless of whether this misconduct is

reported to law enforcement, school staff will promptly investigate to the extent that such investigation does not interfere with an ongoing criminal investigation. A criminal investigation does not relieve the District of its independent obligation to investigate and resolve sexual harassment.

Engaging in sexual harassment will result in appropriate discipline or other sanctions against offending students, staff or other third parties. Any non-student or non-employee who engages in sexual harassment on school property or at school activities will have their access to school property and activities restricted.

RETALIATION AND FALSE ALLEGATIONS

Retaliation against any person who makes a sexual harassment complaint, or participates in the investigation of the complaint, is prohibited. The District will take appropriate action to protect involved persons from retaliation, and will impose discipline or other appropriate sanctions against those who engage in retaliation.

It is a violation of this policy to knowingly report false allegations of sexual harassment. Persons found to knowingly report or corroborate false allegations will be subject to discipline or other appropriate sanctions.

STAFF RESPONSIBILITIES

The Superintendent will develop and implement procedures for receiving, investigating and resolving complaints of sexual harassment. The procedures will include reasonable and prompt time lines and delineate staff responsibilities under this policy.

Any school employee who witnesses sexual harassment or receives a report, informal complaint, or written complaint about sexual harassment, is responsible for informing the building administrator, who will notify the District Title IX Officer or Civil Rights Coordinator, or Director of Human Resources. All staff are also responsible for directing complaints to the formal complaint process.

NOTICE OF TRAINING

The Superintendent will develop procedures to provide age-appropriate information and education to District staff, students, parents and volunteers regarding this policy and the recognition and prevention of sexual harassment. At a minimum sexual harassment recognition and prevention and the elements of this policy will be included in staff, student and regular volunteer orientation. This policy and the procedure, which includes the complaint process, will be posted in each District building in a place available to staff, students, parents, volunteers and visitors. Information about the policy and procedure will be provided to each employee and reproduced in each student, staff, volunteer and parent handbook. Such notices will identify the District's Title IX Officer and Civil Rights Compliance Coordinator and provide contact information, including email address.

POLICY REVIEW

The Superintendent will make an annual report to the Board reviewing the use and efficacy of this policy and related procedures. Recommendations for changes to this policy, if applicable, will be included in the report.



Cross References:

Transgender Students.....	Policy 3211
Student Conduct	Policy 3240
Child Abuse, Neglect and Exploitation.....	Policy 3241

Legal References:

Sexual Equality	RCW 28A.640
Discrimination Prohibited	RCW 28A.642
Discrimination	RCW 49.60
Training and Staff Responsibilities-Bias Awareness.....	WAC 392-190-020
Compliance-School District Designation of Responsible Employee-Notification	WAC 392-190-060

Policy Adopted..... April 18, 2016