

STUDENT HARASSMENT

The School District of Williams does not tolerate harassment, including unwelcome or nonconsensual conduct of a sexual nature in any form, and will take all necessary and appropriate action to eliminate it, up to and including discipline of offenders. It is the policy of the School District to maintain and attempt to ensure a learning environment free of any form of harassment toward students by students, employees, school board members or volunteers. Harassment undermines the integrity of the School District and the accomplishment of its educational goals.

All students, employees and regular volunteers of the District are required to be familiar with, and comply with, the policy of the District prohibiting student harassment. The policy, as stated in the student and faculty handbooks, will be reviewed annually with students and staff.

Student harassment means behavior towards students based in whole or in part, on sex, race, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability which substantially interferes with a student's school performance or creates an intimidating, hostile or offensive school environment.

Sexual Harassment is defined as unwelcome requests for sexual favors or deliberate verbal or physical conduct of a sexual nature, whether or not repeated, that is sufficiently severe to create a hostile learning environment. Actions which can constitute sexual harassment include, but are not limited to, any of the following:

1. Verbal comments, including statements or jokes of a sexual nature or jokes that are degrading or humiliating based on gender.
2. Subtle or overt pressure for sexual activity.
3. Inappropriate staring or leering at another person.
4. Pinching, patting or other forms of unwanted touching such as intentionally brushing against someone.
5. Graphic comments concerning the victim's body.
6. Sexually suggestive objects, pictures or gestures.
7. Sexually degrading words used to describe the victim.
8. Propositions of a sexual nature.
9. The threat or insinuation that the lack of sexual submission will adversely affect the victim's standing, grade, or other conditions that affect the victim's learning environment.
10. Persistent requests for social/sexual encounters.
11. Sexual assaults as defined by Wisconsin law.

411.1

Retaliation

No District employee, school board member, or student shall attempt to restrain, interfere with, coerce, discriminate or take reprisal action against the complainant or their witnesses during or after the presentation, processing and resolution of a complaint.

Policy Dissemination

1. Every student or student's parent or guardian and every employee will receive a copy of the policy and rules each year. Copies of this policy will be made available to people that volunteer to work in the District.
2. Discussion of harassment, including sexual harassment, will be included at an age appropriate level through the district's developmental guidance program, human growth and development program and in student orientation activities.
3. Rules, including the complaint procedure and associated form, will be given to any individual wishing to file a complaint.
4. The policy and rules will be reviewed annually with employees.

LEGAL

REFERENCE: Title IX of the Education Amendments of 1972
Wisconsin Statutes, Sections 111.32(13), 111.36, & 118.13 115.27(31), 947.013
Wisconsin Administrative Code PI 9, PI 41
Title VI, Civil Rights Act of 1964
Section 504, Rehabilitation Act of 1973
Americans with Disabilities Act of 1990
Individuals with Disabilities Education Act Amendments of 1997
Civil Rights Act of 1991

CROSS

REFERENCE: 411 – Rule (Student Harassment Complaint Procedures)
411.1 – Exhibit (Student Harassment Report Form)

APPROVED: August 8, 1994

REVISED: February 10, 2003