Response to Sexual Harassment

As detailed in Policy 5517, sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature. Examples include, but are not limited to:

- Unwelcome sexual propositions, invitations, solicitations, and flirtations;
- Unwelcome requests and/or sharing of sexually explicit photos (including sexting);
- Unwanted physical and/or sexual contact;
- Unwelcome sexual talk including graphic discussion or comments about a person’s body, dress, appearance or sexual activities;
- Unwelcome sexually degrading language, jokes, innuendos, insulting sounds or whistles;
- A pattern of conduct that can be subtle in nature that has sexual tones and is intended to create or does create discomfort or humiliation;
- Inquiries or discussion about a person’s sexual activities or sexual history;
- Verbal, non-verbal and/or physical conduct directed at or based on a person’s sex or sexual orientation.

When should you report?

In the even that sexual harassment may have occurred or is occurring, get as much information as possible from your child/student and report it to a teacher, counselor, and/or administrator immediately.

If an Incident is deemed Sexual Harassment by Administration

Administrative Steps

If it is determined that sexual harassment has occurred, the following actions may take place, but not necessarily in the order listed below:

- Inform student(s) on the consequences of continued sexual harassment and/or retaliation;
- Safety plan for victim and any potential future victim is developed and put in place immediately;
- Inform all relevant adults - teachers, counselors, food service, bus driver, etc.
- Students may be referred to counselor or social worker as appropriate for continued support;
- Victim(s) will have the opportunity to file criminal and/or Title IX complaints as appropriate;
- Follow-up check-ins with victim and perpetrator to ensure continued safety plan is working;

If any further incidences occur, immediately contact building administration.

If you believe the administrative actions taken to address sexual harassment are not adequate, please contact: Superintendent Jennifer Brown at 231-876-5000.