

## **Miami View Handbook**

### **Anti-Harassment**

The Board of Education recognizes that a student has the right to learn in an environment untainted by sexual or other forms of harassment or discrimination. Offensive conduct, which has the purpose or effect of unreasonably interfering with learning performance or creating an intimidating, hostile, discriminatory, or offensive learning environment disrupts the educational process and impedes the legitimate pedagogical concerns of the District. Sexual and other forms of harassment will not be tolerated.

Sexual harassment includes all unwelcome sexual advances, requests for sexual favors, and verbal or physical contacts of a sexual nature. Other prohibited harassment includes conduct, which has the purpose or effect of creating an intimidating, hostile, discriminatory, or offensive learning environment on the basis of gender, religion, race, color, national origin or ancestry, age, disability, marital status, and/or any other legally protected characteristic.

The harassment by a student of a staff member, fellow student of this District, or third party (e.g. visiting speaker, athletic team member, volunteer, parent, etc.) is strictly forbidden. Any student who is found to have harassed a staff member, or third party, or student will be subject to discipline in accordance with law and the Code of Conduct.

Cyber-bullying is an Electronic Act, which is electronically transmitted bullying and includes, but is not limited to, the use of email, cell phone and pager text messages, instant messaging, defamatory personal websites, and defamatory online personal polling websites. Examples of cyber-bullying include, but are not limited to,

- Posting slurs or rumors or other disparaging remarks about or misleading or fake photographs of a student or staff member on a web site or weblog
- Sending e-mail or instant messages that are mean or threatening or harassing
- Using a camera phone to take and/or send embarrassing photographs

If a student or other individual believes there has been aggressive behavior, regardless of whether it fits a particular definition, s/he should report it and allow the administration to determine the appropriate course of action.

The harassment or bullying by a student of a staff member, fellow student of this District, or third party (e.g. visiting speaker, athletic team member, volunteer, parent, etc.) is strictly forbidden. Anyone who is found to have harassed, intimidated, or bullied a staff member, student, or third party on school property or a school bus, at school-sponsored events, or materially or substantially disrupted the educational environment and discipline of the school, off school property will be subject to discipline in accordance with law and the Code of Conduct. See Board Policy 5517.01 for more information. Additionally, students and parents should be aware that cyber speech which is found to be defamation of another can result in civil liability for damages.

**Anti-Harassment Complaint Coordinators**

The following individuals will serve as "Anti-Harassment Complaint Coordinators" for the School District:

Tim Bell, Director Special Programs and Pupil Personnel

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or

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