

Southeastern Jr/Sr. High School

Sexual and Other Forms of Harassment Policy

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.

Dating violence is a form of harassment and is defined as a pattern of behavior where a person uses or threatens physical, sexual, verbal, or emotional abuse to control the person's dating partner (any person, regardless of gender, involved in an intimate relationship with another person primarily characterized by the expectation of affectionate involvement whether casual, serious, or long-term). (Substitute House Bill 19)

"Bullying" is defined as a person willfully and repeatedly exercising power or control over another with hostile or malicious intent and can be physical, verbal, electronically transmitted, psychological, attacks on property, or a combination.

Cyber-bullying is an electronic act, which is electronically transmitted bullying, and includes, but is not limited to, the use of e-mail, 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:

1. Posting slurs, rumors, or other disparaging remarks about, or misleading or fake photographs of a student or staff member on social media.
2. Sending messages on social media that are mean, threatening, or harassing.
3. Using a camera phone to take and/or send embarrassing photographs on social media.
4. Students are not permitted to take and/or post pictures, video, comments, or communication of any kind to any social media outlet (include, but not limited to: Facebook, twitter, Instagram, snapchat) from school, during school hours or during school activities.

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.