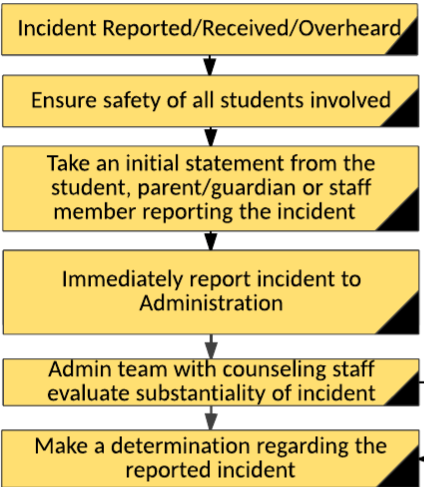




Response to Sexual Harassment Flow Chart



Sexual Harassment

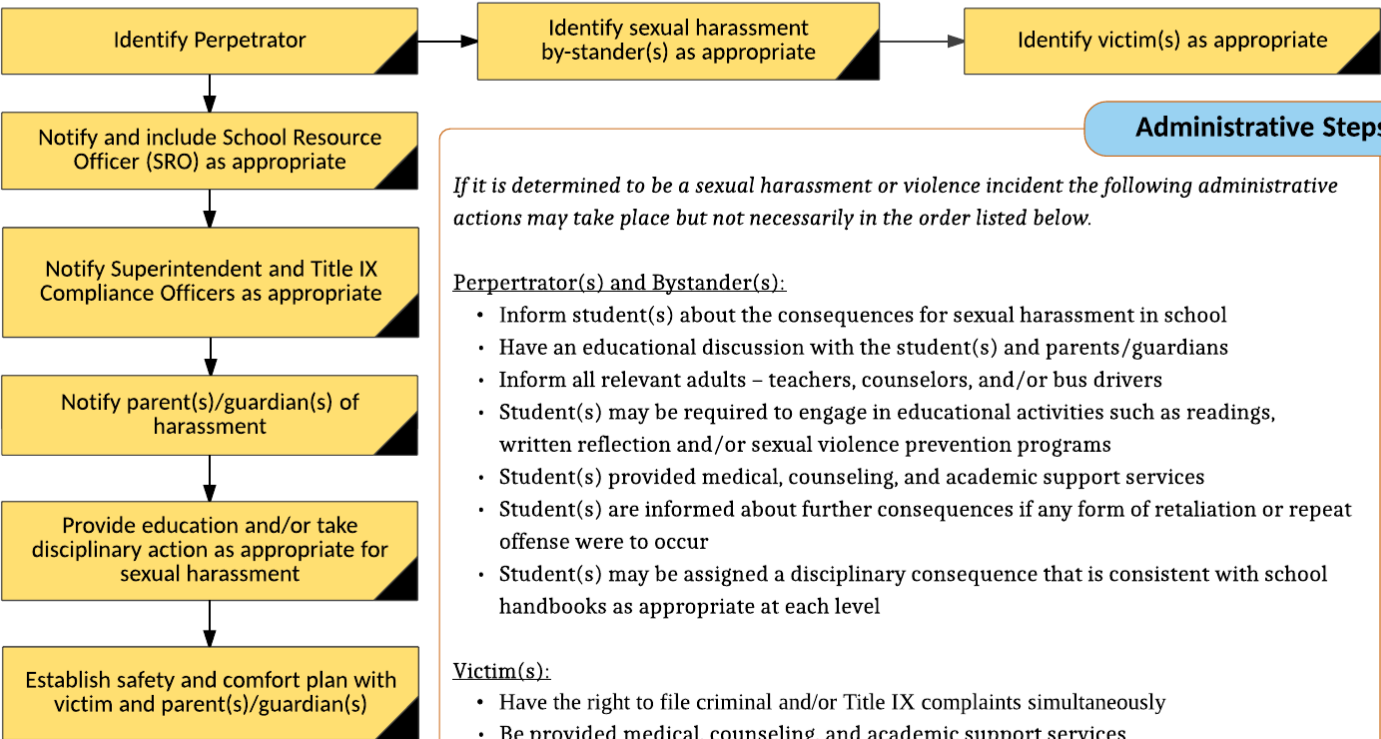
As detailed in Policy 5517, sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal or physical conduct of a sexual nature. Examples include, but are not limited to:

- Unwelcome sexual propositions, invitations, solicitations, and flirtations;
- Unwanted physical and/or sexual contact;
- Threats or insinuations implying that a person's conditions of education may be adversely affected by not submitting to sexual advances;
- Unwelcome sexual verbal expressions, including graphic sexual commentaries about a person's body, dress, appearance, or sexual activities; unwelcome sexually degrading language, jokes, or innuendos; unwelcome suggestive or insulting sounds or whistles; obscene telephone calls;
- Sexually suggestive objects, pictures, videotapes, audio recordings, literature or social media;
- A pattern of conduct, which can be subtle in nature, that has sexual overtones and is intended to create or has the effect of creating discomfort and/or humiliation to another
- Speculations about a person's sexual activities or sexual history, or remarks about one's own sexual activities or sexual history
- Inappropriate boundary invasions into a student's personal space and personal life;
- Verbal, non-verbal or physical aggression, intimidation, or hostility based on sex or sex-stereotyping that does not involve conduct of a sexual nature

When should you report?

In the event that a sexual harassment incident has occurred get as much information as possible from your child/student and report it to a counselor, administrator, and/or teacher.

If an Incident is deemed Sexual Harassment by Administration



Administrative Steps

If it is determined to be a sexual harassment or violence incident the following administrative actions may take place but not necessarily in the order listed below.

Perpetrator(s) and Bystander(s):

- Inform student(s) about the consequences for sexual harassment in school
- Have an educational discussion with the student(s) and parents/guardians
- Inform all relevant adults – teachers, counselors, and/or bus drivers
- Student(s) may be required to engage in educational activities such as readings, written reflection and/or sexual violence prevention programs
- Student(s) provided medical, counseling, and academic support services
- Student(s) are informed about further consequences if any form of retaliation or repeat offense were to occur
- Student(s) may be assigned a disciplinary consequence that is consistent with school handbooks as appropriate at each level

Victim(s):

- Have the right to file criminal and/or Title IX complaints simultaneously
- Be provided medical, counseling, and academic support services
- Establish a safety and comfort plan with the student(s) and parents/guardians
- Inform all relevant adults – teachers, counselors, and bus drivers
- Future follow-up with student(s) and parents/guardians