The Board of Education is committed to maintaining a learning environment in which all individuals are treated with dignity and respect, free from discrimination and harassment. Discrimination or harassment on the basis of race, color, national origin, religion, sex, gender orientation, marital status, genetic information, disability, age, or any other protected class prohibited by federal or state law is strictly prohibited. The District prohibits such harassment and discrimination whether occurring at school, on District property, in a District vehicle, or at any District related activity or event. Harassment may include unwelcome verbal or physical conduct based on a protected class as identified above that has the purpose or effect of substantially interfering with a student's education or enjoyment of public services.

**Sexual Harassment**

“Sexual Harassment” is one form of prohibited harassment under District policy. Federal laws and regulations define the type of “sexual harassment” that triggers a duty to respond under a Federal law known as Title IX. Conduct amounts to “sexual harassment” under Title IX if it is conduct on the basis of sex that satisfies one or more of the following:

1. An employee of the District conditioning the provision of an aid, benefit, or service of the District on an individual’s participation in unwelcome sexual conduct (i.e. *quid pro quo* sexual harassment);

2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to the District’s education programs or activities; or

3. Sexual assault (as defined in the Clery Act, 20 U.S.C. §1092(f)(6)(a)(v)), dating violence, domestic violence or stalking (as defined in the Violence Against Women Act, 34 §U.S.C.12291(a)).

Complaints of harassment, not defined as sexual harassment under Title IX, but nevertheless are based on allegations related to sex, gender or other protected classes as identified above are subject to investigation and response under this Policy and/or the Student Code of Conduct (see, Policy 2131). An investigation under the Student Code of Conduct will include due process protections, consideration of supportive or safety measures for the parties and appropriate disciplinary and/or remedial measures.

The Superintendent shall designate not less than two Title IX Coordinators responsible for coordinating the District’s compliance with Title IX and its regulations, and for investigating reports of sexual harassment under Title IX. One or more Compliance Officers will be designated
for coordinating complaints alleging other forms of discrimination or harassment, which may include misconduct that does not rise to the level of a Title IX complaint.

**Reporting Harassment**

A student who believes he or she has been or is the victim of harassment should immediately report the situation to a teacher, counselor, social worker, the building principal or assistant principal, the Superintendent, or a Title IX Coordinator. A District employee who observes, has knowledge of, or learns that a student has been or is the victim of harassment shall immediately report the situation to the building principal or assistant principal, Superintendent or Title IX Coordinator. Complaints against the building principal should be filed with the Superintendent or Title IX Coordinator. Complaints against the Superintendent should be filed with the Board President or Title IX Coordinator.

A student reporting an incident(s) of harassment will not suffer any form of reprisal from the school district.

The Superintendent, or his or her designee, will promulgate a grievance procedure concerning the investigation and resolution of complaints of sexual harassment under Title IX, as well as an administrative procedure concerning the investigation and resolution of complaints alleging other forms of discrimination or harassment.

Adopted: October 2015
Revised & Renumbered: May 2017
Revised: August 2020