Harassment in Education

The Sitka School District does not tolerate harassment of its students, employees, or any other member of the school community. Harassment on the basis of sex, color, race, religion, sexual orientation, creed, national origin, age, mental or physical disability, marital status, changes in marital status, pregnancy, or parenthood is specifically prohibited.

Harassment includes, but is not limited to, slurs, epithets, threats, derogatory comments, unwelcome sexual advances or requests for sexual favors, displaying offensive words, objects or pictures and other verbal or physical conduct which adversely affects an individual's employment or education opportunities, or has the purpose or effect of unreasonably interfering with an individual's education or employment, or creating an intimidating, hostile, or offensive education or work environment. Sexual Harassment, in particular, also occurs where submission to conduct of a sexual nature is an explicit or implicit condition of an individual's employment or participation in a school related activity, or submission to or rejection of sexual conduct is used as the basis for employment or education-related decisions.

Employees who knowingly permit or engage in such harassment will be subject to disciplinary action, up to and including discharge. Students who engage in such harassment will be subject to disciplinary action, up to and including expulsion. Non-employees will be subject to sanctions appropriate to their status or relationship with the District.

The District encourages the immediate reporting of incidents of harassment. Students who believe they have been subjected to harassment prohibited by this policy should contact a teacher, school staff, District’s Title IX Officer or their school principal. Employees who believe that they have been subjected to harassment should contact their immediate supervisor. Employees who witness such harassment against students, or who receive reports of harassment from students, should immediately report the harassment to their school principal or District’s Title IX Officer.

In cases where the person to whom a victim would normally report is the alleged source of the harassment or where other good reason exists not to report to the person designated under this policy to receive reports, the victim should contact the Superintendent or designee to receive and investigate complaints of harassment. Reports shall be processed according to the procedures established in the regulations accompanying this policy and the District’s policies on resolving complaints by students, employees or members of the community.

(cf. BP 1312.1 Public Complaints Concerning Schools)
(cf. BP 1312.2 Public Complaints Concerning Instructional Material)
(cf. BP 1312.3 Public Complaints Concerning Discrimination)
(cf. BP 4144 Complaints)

Individuals who make good faith reports of harassment or suspected harassment prohibited by this policy shall not be retaliated against in any way. Reports will be treated as confidentially as possible, consistent with the District’s need to conduct a thorough investigation of the charges, to remedy the harm caused by harassment.
and to prevent further harassment. This policy shall be posted in a central place and age-appropriate information regarding it shall be distributed to students and staff on an annual basis. Staff shall also receive periodic training in the recognition, prevention and reporting of harassment prohibited by this policy.

(cf. 4118 - Suspension/Disciplinary Action)
(cf. 5114 - Discipline)
(cf. 5144.1 - Suspension and Expulsion/Due Process
(cf. 1312.1 - Complaints Concerning School Personnel)
(cf. 4031 - Complaint Concerning Discrimination)
(cf. 5137 - Positive School Climate)
(cf. 5145.7 - Sexual Harassment)
Legal Reference:
Ellison v. Brady, 924 F2d 872 (9th Cir. 1991)

SITKA SCHOOL DISTRICT
Adoption Date: December 5, 1995
Revision Date: October 16, 1998
Revision Date: November 30, 1999
Revision Date: November 11, 2002