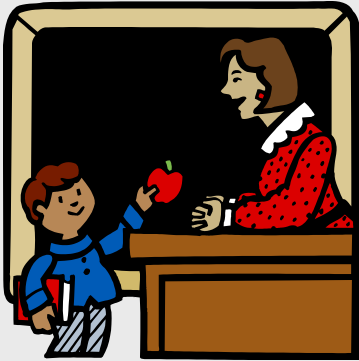


Taylor County Schools

Racial, Sexual, Religious/Ethnic
Harassment, Violence and/or
Bullying



Taylor County Board of
Education Policy

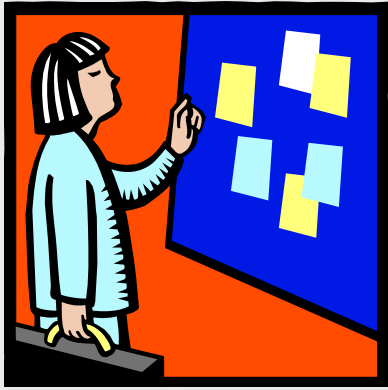


Taylor County Board of Education

- Shall maintain an environment that is free from racial, sexual, religious/ethnic harassment, violence and/or bullying
- Will investigate all complaints of racial, sexual, religious/ethnic harassment, violence and/or bullying



- All violators are subject to disciplinary action
- Staff members who have notice that students have been victims of racial, sexual, religious/ethnic harassment, violence and/or bullying must report the incident to the principal immediately or be subject to disciplinary action
- Amorous relationships between staff and students are prohibited
- Consequences are: warning, student/staff suspension, student expulsion, staff termination and/or revocation of staff license



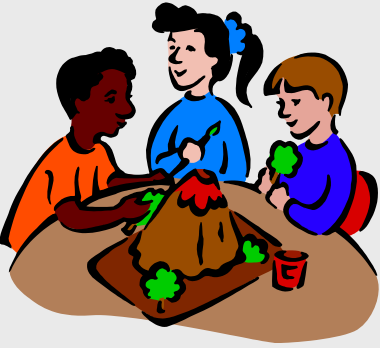
Annual Notification and Relevant Training Required

- Preventive programs presented to students and employees
- Annual notices of policy and procedures presented to students and parents by September 30 of each year
- Notices posted in buildings and printed in student and staff handbooks

Two Types of Sexual Harassment

"Quid pro quo" = "this for that"

- *School employee using his/her position of authority to force unwelcome sexual conduct on an adult or student*
 - It could be a condition to keep or obtain a good class schedule, good grades, participation in an activity, etc.**



Hostile Environment

Hostile Environment is behavior so severe, persistent or pervasive that it adversely affects a person's physical or emotional well-being, academic performance, or ability to benefit from educational programs and activities

- *Single incident, such as groping, dirty joke, obscene picture etc. or...*
- *A series of incidents such as continually saying "you look great" with sexual undertones.*

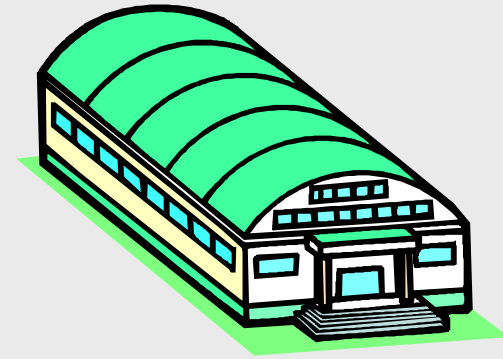
Sexual Harassment may include:



- Unwelcome verbal harassment of a sexual nature, teasing, jokes and pressure for sexual activity
- Unwelcome and inappropriate patting, pinching or physical contact
- Unwelcome behavior, verbal or written words or symbols directed at an individual because of gender



Sexual Harassment can occur:



anywhere, but most likely in less structured settings such as:

- Hallways
- Cafeterias,
- Locker rooms
- School buses, or
- School related activities such as sports events



Sexual Harassment among Students

Key words:

- Unwanted
- Uninvited



The perception and feelings of the target individual(s) often govern determination of what is and what is not harassment.

Sexual Harassment is not about blaming males



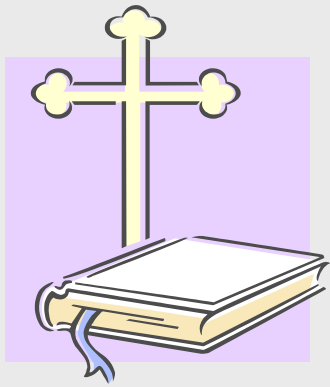
- Although most reported harassment has historically been boys to girls. Girls can harass other girls or boys. Boy to boy harassment also occurs often in the form of hazing or teasing. (Sports/athletics often arena for this type)
- In a recent American Association of University Women's survey, 76% of boys and 85% of the girls, grades 8-11 reported some form of sexual harassment.





Racial Harassment is:

- Physical, verbal, or written conduct relating to an individual's race when the conduct has the purpose and/or effect of creating an offensive or hostile environment or
- The conduct has the effect or purpose of interfering with a student or staff member's educational or work performance



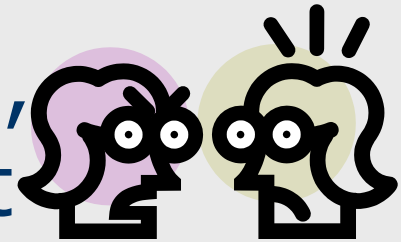
Religious/Ethnic Harassment:



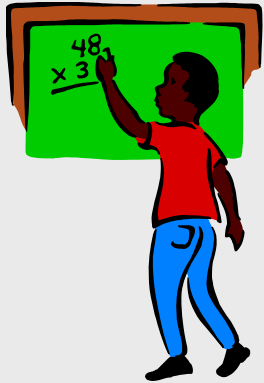
- Is conduct related to an individual's religion or ethnic background that has the purpose and/or effect of creating an offensive or hostile environment or
- The conduct has the effect or purpose of interfering with a student or staff member's educational or work performance



Sexual Violence is a physical act, aggression or force or the threat thereof which involves touching of intimate body parts or forcing a person to touch another's intimate body parts.



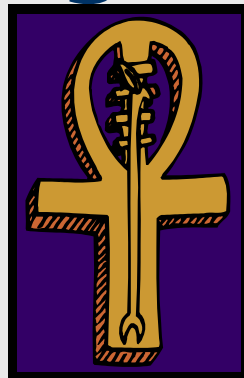
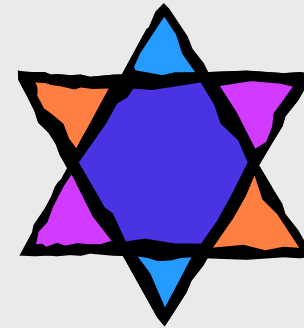
- touching, patting, grabbing, pinching- whether the person is of the same or opposite gender
- coercive touching
- threatening or forcing exposure of intimate apparel or body parts
- coercive sexual activity including touching of intimate parts



Racial Violence is a physical act of aggression or assault upon another because of or in a manner reasonably related to race.



Religious/Ethnic
Violence is a physical
act of aggression or
assault upon another
because of or in a
manner reasonably
related to religion or
ethnicity.



Bullying, harassment, and/or intimidation is an intentional gesture, or any written, verbal or physical act that is sufficiently inappropriate, persistent or pervasive that it creates an intimidating, threatening or abusive educational environment that will have the effect of:



- Harming a student
- Placing a student in fear of his/her person
- Placing a student in reasonable fear of damage of his/her property



What do we do about bullying, harassment (sexual or other harassment) and intimidation?

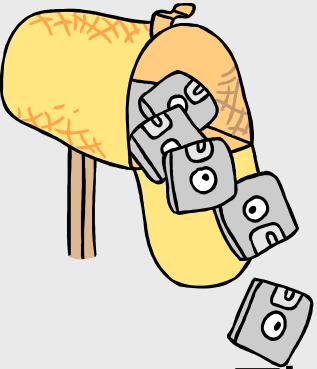
- Report the incident to the principal who will authorize an investigation if student to student harassment, or
- Forward the information to the Title IX Director—Donette Nines, who is the Human Rights' Officer, to investigate or designate an investigator



Action and Reporting

- All reports of sexual harassment must be documented and kept on file. Claim Number: Fiscal Year, School Number, Case Number (10-202-01)
- The investigation, done by an impartial investigator, will consist, at a minimum, of personal interviews with the complainant, the alleged perpetrator and others having knowledge of the alleged incidents
- During the investigation, the school must protect the complainant from retaliation or intimidation since he/she can't be guaranteed confidentiality.

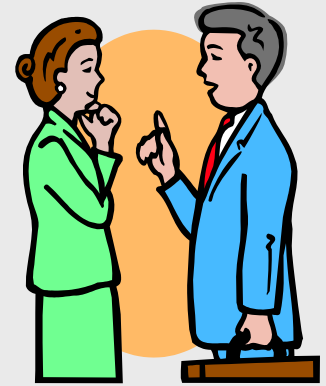
Notification



- The results of the investigation of each complaint filed shall be reported in writing by the designated investigator to the subject of the complaint and to his/her legal guardian
- The investigator shall also provide a written report to the Superintendent and county Human Rights Officer.

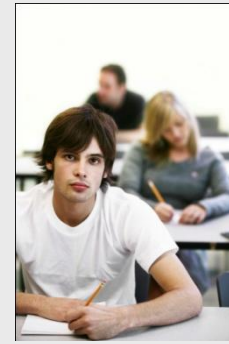


Reprisal



- Retaliation against any person who reports alleged racial, sexual, religious/ethnic harassment, violence or bullying will be subject to disciplinary actions-written warning, suspension, expulsion or termination

Important to YOU!



- You are a required reporter as a school employee
- If you have knowledge or receive notice that a student is a victim of racial, sexual, religious/ethnic harassment, violence or bullying, you are required to report the alleged act(s) to the building principal immediately. Failure to do so will result in disciplinary action.





Important to YOU!



- Retaliation for reporting or testifying is subject to disciplinary action. No one can “get back at you” for reporting or testifying
- Our job is to take care of students. This is simply one more way in which to accomplish that task.

What is the best way to stop these types of violent, inappropriate behavior?



EDUCATIONAL PROGRAMS FOR EVERYONE!

