

BULLYING AND HARASSMENT-INCLUDING SEXUAL HARASSMENT PROHIBITED

Bullying/General Harassment

No person, including a District employee or agent, or student, shall harass, intimidate or bully another student based upon a student's age, sex, color, actual or perceived race, religion, creed, ancestry, national origin, physical or mental disability, sexual orientation, gender-related identity or expression, marital status, military status, unfavorable discharge from military service, association with a person or group with one or more of the aforementioned actual or perceived characteristics, or any other distinguishing characteristics.

The District will not tolerate harassing or intimidating conduct, whether verbal, physical, or visual, that affects tangible benefits of education, that unreasonably interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment.

Bullying is defined as any severe or pervasive physical or verbal act or conduct, including communications made in writing or electronically (cyber-bullying), directed toward a student that has or can be reasonably predicted to have the effect of one or more of the following:

- *placing the student in reasonable fear of harm to the student's person or property;
- *causing a substantially detrimental effect on the student's physical or mental health;
- *substantially interfering with the student's academic performance; or
- *substantially interfering with the student's ability to participate in or benefit from the services, activities, or privileges provided by a school.

Bullying is prohibited:

- *During any school-sponsored education program or activity;
- *While in school, on school property, on school buses or other school vehicles, at designated school bus stops waiting for the school bus, or at school-sponsored or school-sanctioned events or activities; or
- *Through the transmission of information from a school computer, a school computer network, or other similar electronic school equipment (cyber-bullying).

Examples of prohibited conduct include, but are not limited to, name-calling, using derogatory slurs, harassment, threats, intimidation, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above or retaliation for asserting an act of bullying.

Complaints of harassment, intimidation or bullying are handled according to **the process listed in the district's Uniform Grievance Procedure.**

Sexual Harassment

Sexual harassment of students is prohibited. Sexual harassment is defined as any unwelcome act or comment sexual in nature that is considered offensive, whether intended or not, which denies or limits the

provision of educational aid, benefits, services or treatment. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature by anyone including students, imposed on the basis of sex that has the purpose or effect of (a) substantially interfering with the student's educational environment; (b) creating an intimidating, hostile or offensive educational environment; (c) depriving a student of educational aid, benefits, services or treatment; (d) making submission to or rejection of unwelcome conduct the basis of academic decision affecting a student.

Examples of sexual harassment include, but are not limited to, sexual advances, requests for sexual favors, unwelcome touching, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, and spreading rumors related to a person's alleged sexual activities.

Students who believe they are victims of sexual harassment or have witnessed sexual harassment, are encouraged to discuss the matter with the student Nondiscrimination Coordinator, Building Principal or a Complaint Manager. Students may choose to report to a person of the student's same sex. Complaints will be kept confidential to the extent possible given the need to investigate. An allegation that one student was sexually harassed by another student or by an adult shall be referred to the Principal for appropriate action.

Any student of the district who is determined, after an investigation, to have engaged in sexual harassment will be subject to disciplinary action, up to and including expulsion. Any person making a knowingly false accusation regarding sexual harassment will likewise be subject to disciplinary action up to and including expulsion.

Students

Harassment of Students Prohibited

Bullying, Intimidation, and Harassment Prohibited

No person, including a District employee or agent, or student, shall harass, intimidate, or bully a student on the basis of actual or perceived: race; color; national origin; military status; unfavorable discharge status from military service; sex; sexual orientation; gender identity; gender-related identity or expression; ancestry; age; religion; physical or mental disability; order of protection status; status of being homeless; actual or potential marital or parental status, including pregnancy; association with a person or group with one or more of the aforementioned actual or perceived characteristics; or any other distinguishing characteristic. The District will not tolerate harassing, intimidating conduct, or bullying whether verbal, physical, sexual, or visual, that affects tangible benefits of education, that unreasonably interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment. Examples of prohibited conduct include name-calling, using derogatory slurs, sexual violence, causing psychological harm, threatening or stalking, causing psychological harm, threatening or causing physical harm, threatened or actual destruction of property, or wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above.

Sexual Harassment Prohibited

Sexual harassment of students is prohibited. Any person, including a district employee or agent, or student, engages in sexual harassment whenever he or she makes sexual advances, requests sexual favors, and/or engages in other verbal or physical conduct, including sexual violence, of a sexual or sex-based nature, imposed on the basis of sex, that:

1. Denies or limits the provision of educational aid, benefits, services, or treatment; or that makes such conduct a condition of a student's academic status; or
2. Has the purpose or effect of:
 - a. Substantially interfering with a student's educational environment;
 - b. Creating an intimidating, hostile, or offensive educational environment;
 - c. Depriving a student of educational aid, benefits, services, or treatment; or
 - d. Making submission to or rejection of such conduct the basis for academic decisions affecting a student.

The terms “intimidating,” “hostile,” and “offensive” include conduct that has the effect of humiliation, embarrassment, or discomfort. Examples of sexual harassment include touching, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, and spreading rumors related to a person’s alleged sexual activities. The term *sexual violence* includes a number of different acts. Examples of sexual violence include, but are not limited to, rape, sexual assault, sexual battery, sexual abuse, and sexual coercion.

Making a Complaint; Enforcement

Students are encouraged to report claims or incidences of bullying, harassment, sexual harassment, or any other prohibited conduct to the Nondiscrimination Coordinator, Building Principal, or a Complaint Manager. A student may choose to report to a person of the student's same sex. Complaints will be kept confidential to the extent possible given the need to investigate. Students who make good faith complaints will not be disciplined.

An allegation that a student was a victim of any prohibited conduct perpetrated by another student shall be referred to the Building Principal, for appropriate action.

The Superintendent shall insert into this policy the names, addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers. At least one of these individuals will be female, and at least one will be male.

Nondiscrimination Coordinator:

Name	<u>Ted Sanders, Superintendent</u>
Address	<u>Grand Ridge CCSD 95</u> <u>400 W. Main St.</u> <u>Grand Ridge, IL 61325</u>
Email	<u>sandet@grgs95.org</u>
Telephone No.	<u>(815) 249-6225</u>

Complaint Managers:

Name	<u>Ingrid Cushing, Principal</u>	<u>Michelle Pacheco, Social Worker</u>
Address	<u>Grand Ridge CCSD 95</u> <u>400 W. Main St.</u> <u>Grand Ridge, IL 61325</u>	<u>Grand Ridge CCSD 95</u> <u>400 W. Main St.</u> <u>Grand Ridge, IL 61325</u>
Email	<u>cushii@grgs95.org</u>	<u>pachem@grgs95.org</u>
Telephone No.	<u>(815) 249-6225</u>	<u>(815) 249-6225</u>

The Superintendent shall use reasonable measures to inform staff members and students of this policy, such as, by including it in the appropriate handbooks.

Any District employee who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action up to and including discharge. Any District student who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action, including but not limited to, suspension and expulsion consistent with the

discipline policy. Any person making a knowingly false accusation regarding prohibited conduct will likewise be subject to disciplinary action up to and including discharge, with regard to employees, or suspension and expulsion, with regard to students.

LEGAL REF.: 20 U.S.C. §1681 et seq., Title IX of the Educational Amendments.
34 C.F.R. Part 106.
105 ILCS 5/10-20.12, 10-22.5, 5/27-1, and 5/27-23.7.
775 ILCS 5/1-101 et seq., Illinois Human Rights Act.
23 Ill.Admin.Code §1.240 and Part 200.
Davis v. Monroe County Board of Education, 119 S.Ct. 1661 (1999).
Franklin v. Gwinnett Co. Public Schools, 112 S.Ct. 1028 (1992).
Gebser v. Lago Vista Independent School District, 118 S.Ct. 1989 (1998).
West v. Derby Unified School District No. 260, 206 F.3d 1358 (10th Cir., 2000).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:20 (Workplace Harassment Prohibited),
7:10 (Equal Educational Opportunities); 7:180 (Prevention of and Response to
Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited),
7:190 (Student Discipline), 7:240 (Conduct Code for Participants in Extracurricular
Activities)

ADOPTED: November 11, 2014