

SEXUAL HARASSMENT

It is the policy of the Marathon City School District to maintain a learning and working environment that is free from sexual harassment.

It is a violation of this policy for any student, employee or volunteer of the Marathon City School District to harass a student, employee or volunteer through conduct or communications of a sexual nature.

Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's academic status, academic progress, employment, employee progress or promotion, benefits, services, honors, programs, activities available at or through the school or academic, student activity or employee privileges.
2. Submission to or rejection of such conduct by an individual is used as the basis for academic or employment decisions affecting such individual.
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's academic or work performance or creating an intimidating, hostile or offensive environment.

Examples of conduct which may constitute sexual harassment include, but are not limited to:

1. Leering, staring, flirtations, propositions or unsolicited inappropriate gestures of a sexual nature.
2. Sexual slurs, epithets, threats, verbal abuse, derogatory comments or sexual degrading descriptions.
3. Verbal comments about an individual's body or overly personal conversation.
4. Sexual jokes, stories, drawings or pictures.
5. Spreading of sexual rumors.
6. Teasing or sexual remarks about a student, employee, volunteer or visitor.
7. Touching of an individual's body or clothes in a sexual way.*
8. Cornering or blocking of normal movements in a sexual nature.
9. Displaying sexually suggestive objects or materials.
10. Pressure for sexual activity.
11. Unwelcome touching, unsolicited or inappropriate gestures or suggesting or demanding sexual involvement accompanied by implied or explicit threats concerning one's grades, job, favors or preferential treatment.*

*This may constitute fourth degree sexual assault and appropriate agencies shall be notified immediately.

Students, employees and volunteers are encouraged to file a complaint of conduct prohibited by this policy and to fully advise the Board of any instances of improper conduct or violations of this policy. The initiation of a complaint of sexual harassment will not reflect negatively on the student, employee or volunteer who initiates the complaint nor will it affect the student's, employee's or volunteer's standing, rights or privileges.

Any complaint may be presented in writing or orally to the building principal. If the building principal is the alleged harasser, the complaint shall be presented to and handled by the District Administrator. All complaints shall be kept confidential to the maximum extent possible.

The district prohibits retaliatory behavior against any complainant or any participant in the complaint process. Individuals who retaliate against a student, employee or volunteer who files a complaint or assists in an investigation shall be subject to immediate, appropriate disciplinary action for such conduct.

Anyone who engages in sexual harassment in the school setting may be subject to immediate and appropriate disciplinary action. Any employee who permits the sexual harassment of students, other employees or volunteers may be subject to disciplinary action up to and including dismissal. Any employee who receives a complaint of sexual harassment from a student, an employee or a volunteer and who does not act promptly to forward that complaint to the building principal and District Administrator shall be disciplined appropriately.

No student, employee or volunteer shall provide false information to district officials at any time. If a person provides false information to district officials regarding a complaint, proceeding, employment application or other related matter, appropriate disciplinary action may be taken against the individual who provided the false information.

Each building principal has the responsibility of maintaining an educational and/or work environment that is free of sexual harassment. The building principal is responsible for coordinating federal and state regulations concerning sexual harassment in his/her work site. The District Administrator is the designated sexual harassment officer for the district.

Building principals shall take appropriate actions to reinforce the district's sexual harassment policy. These actions shall include:

1. Prompt removal of vulgar or sexual offensive graffiti, pictures, posters and materials.
2. Providing staff inservice.
3. Providing student instruction about sexual harassment.
4. Taking appropriate disciplinary action as needed.
5. Instructing students, employees and volunteers on the procedures for reporting sexual harassment within the educational setting, on an as needed basis.

Each building principal shall be trained to investigate sexual harassment complaints and to perform the duties identified in this policy and the district's complaint procedures.

A condensed version of the Board's sexual harassment policy shall:

1. Be included in the notifications that are sent to parents/guardians, students, employees and volunteers at the beginning of each school year.
2. Be displayed in prominent locations that are readily available.
3. Appear in any district building or district publication that sets forth the school's or district's comprehensive rules, regulations, procedures and standards of conduct.

LEGAL REF.: Sections 111.32(13) Wisconsin Statutes
111.36(1)(b)
118.13
120.13(1)
Title IX, Education Amendments of 1972

CROSS REF.: Administrative Procedures Handbook

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