

**DODGELAND SCHOOL DISTRICT
Board Policy Manual**

411.1

STUDENT SEXUAL HARASSMENT

Sexual harassment refers to acts of physical, verbal or psychological harassment which create an intimidating, hostile or offensive learning atmosphere, or which interfere with a student's school performance.

Sexual harassment can constitute unlawful sex discrimination in violation of state and federal laws. Sexual harassment includes, but is not limited to, the following:

- Unwelcome sexual advances. This includes but is not limited to acts such as patting, pinching, brushing up against, hugging, cornering, kissing or any other similar physical contact that is considered unacceptable by another individual.
- Requests or demands for sexual favors. This includes subtle or blatant expectations, pressures or requests for any type of sexual favor accompanied by an implied or stated promise of preferential treatment or negative consequence concerning one's academic status.
- Verbal abuse or joking that is sexually oriented and considered unacceptable by another individual.
- Other unwelcome verbal or physical conduct of a sexual nature. "Sexual harassment" includes conduct directed by a student at another student of the same or opposite sex.

Any student who believes he/she has been subjected to sexual harassment should report the incident in accordance with the District's established complaint procedures. If the subject of the complainant is the person designated to handle harassment complaints, the student may file the complaint with the next higher administrative authority listed in the complaint procedures.

It is the intent of the District to create an atmosphere where complaints will be treated fairly. All harassment complaints shall be taken seriously and properly investigated, and appropriate corrective actions shall be taken as necessary. There shall be no retaliation against individuals who file complaints under this policy. Individuals who have engaged in sexual harassment in violation of this policy, or who have retaliated against any complainant, shall be subject to appropriate disciplinary action.

Students who engage in sexual harassment are subject to disciplinary action.

LEGAL REF: Sections 118.13 Wisconsin Statutes
 PI 9, Wisconsin Administrative Code
 Title IX, Education Amendments of 1972
 Title VII, Civil Rights Act of 1972
 Civil Rights Act of 1991

CROSS REF: 411-Rule, Student Discrimination/Harassment Complaint Procedures
 411.1-Exhibit, Sexual Harassment Complaint Form
 447, Student Discipline
 447.3, Student Suspension
 447.4, Student Expulsion
 512, Sexual Harassment of Employees

Approved: July 19, 1993
Revised (WASB): August 24, 2009