

1) PURPOSE

The mission of the School District of Neillsville is to educate and develop all students to their highest potential. The Board of Education is committed to creating an environment that treats all students with dignity and respect, provides students with a safe physical and emotional learning environment, and promotes respect, tolerance and cooperation throughout the district. We expect all members of the educational community - students, staff, and all others involved in accomplishing our educational mission - to help create and maintain this environment.

To accomplish our mission, all employees and students must be allowed to work and learn in an environment free from harassment. Harassment interferes with the working or learning effectiveness of students and/or employees.

Staff members who experience harassment may process a complaint pursuant to Policy KLD.

Students who experience harassment may process a complaint pursuant to Policy KL.

It is the board's intention that all incidents of harassment be dealt with in an appropriate manner. Where appropriate, it is recommended that incidents of harassment be discussed with the person who has committed the action to make it clear that the behavior is offensive and unwelcome. The board recognizes, however, that additional action may be necessary or appropriate. In those instances, action under the appropriate student or staff disciplinary procedures is authorized. The board may enact further procedures to enforce this policy.

2) DEFINITIONS

- a. Harassment is verbal or physical conduct that has the purpose or effect of creating an intimidating, hostile or offensive working or learning environment, or interferes with the individual's work or learning performance; it may consist of a single act, or a course of conduct. Harassment may include, but is not limited to, conduct relating to an individual's membership in a protected class, age, sex, race, religion, color, ancestry, sexual orientation, national origin, creed, pregnancy, marital or parental status, or physical, learning, mental or emotional disability or handicap.
- b. Sexual harassment means unwelcome sexual advances, or unwelcome physical contact of a sexual nature. "Unwelcome verbal or physical conduct of a sexual nature" includes, but is not limited to, the deliberate, repeated making of unsolicited gestures or comments, or the deliberate, repeated display of offensive sexually-graphic materials which is not necessary for business purposes. Sexual harassment may include, but is not limited to, actions such as:

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1. Unwelcome or unwanted sexual advances. This includes, but is not limited to, acts such as patting, pinching, brushing up against, hugging, cornering, kissing, fondling or any other similar physical contact which is considered unacceptable by another individual.
2. 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 employment or grade status.
3. Verbal abuse or joking that is sexually oriented and considered unacceptable by another individual. This includes commenting about an individual's body or appearance where such comments go beyond mere courtesy; telling "dirty jokes" that are clearly unwanted and considered offensive by others.
4. Engaging in any type of sexually-oriented conduct that would unreasonably interfere with another's work or learning performance. This includes extending unwanted sexual attentions to someone such that personal productivity or time available to work at assigned tasks is reduced.
5. Creating an environment that is intimidating, hostile or offensive because of unwelcome or unwanted sexually-oriented conversations, suggestions, requests, demands, physical contacts, attentions or sexually-oriented materials including but not limited to photographs and posters.

3) PROHIBITION

Harassment is prohibited. Individuals who, upon investigation, are determined to have engaged in harassment under the provision of this policy may be subject to disciplinary action. In the case of employees, this action may include, but is not limited to, reprimand, suspension or termination. In the case of students, this action will be consistent with discipline outlined in the student handbook. In the case of others engaged in the conduct at district programs and activities, discipline may include removal and prohibition from participation in such activities or programs.

4) APPLICABILITY

This policy applies to all off-site activities such as school-sponsored trips and athletic events, and at all times on school premises. This policy applies to all employees, students and those participating in any and all programs in any manner.

DISTRICT POLICY REF: Policy JBA - Title IX student harassment complaints
Policy GBAB - Title IX employee harassment complaints

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