

*Harassment of Students by Non-Students*

**Note:** All sexual harassment complaints must be handled in accordance with the procedures set forth in Appendix GP, which is available on the District's website at <https://www.tesd.net/domain/1894> Any questions regarding this matter should be directed to the Title IX Coordinator.

It is the policy of the District to prohibit any form of harassment of students.

*Definitions*

For purposes of this policy “ harassment” means verbal, written, electronic, graphic or physical conduct relating to an individual’s race, color, national origin/ethnicity, gender, age, disability, sexual orientation, gender identity, gender expression or religion when such conduct:

1. Is sufficiently severe, persistent or pervasive that it affects a student’s performance or creates an intimidating, threatening or abusive environment; and/or,
2. Has the purpose or effect of unreasonably interfering with a student’s performance; and/or,
3. Adversely affects a student’s opportunities.

The term harassment includes but is not limited to slurs, jokes, bullying, hazing or other verbal, written, electronic, graphic or physical conduct relating to an individual's race, color, national origin/ethnicity, gender, age, disability, sexual orientation, gender identity, gender expression or religion.

“Sexual harassment” is a specific form of harassment which means unwelcome sexual advances, requests for sexual favors, inappropriate verbal or physical conduct of a sexual nature, gestures of a sexual nature, or display of materials which evoke responses not in keeping with the atmosphere intended for the classroom or the school environment.

Harassment includes sexual harassment.

*Procedures for Reporting and Investigating Harassment*

The administration shall report the circumstances of harassment to law enforcement officials and the district attorney's office as required by law. The Superintendent will conduct an independent investigation and recommend disciplinary action as appropriate.

The Board directs that complaints of harassment shall be investigated promptly pursuant to the accompanying regulation. Complaints of harassment by a student against another student shall be handled in the same manner as other student disciplinary investigations and the procedures set forth in the accompanying regulation shall not apply.

Confidentiality of all parties shall be maintained, consistent with the District's legal and investigative obligations. No reprisals nor retaliation shall occur as a result of good faith charges of harassment.

The District shall inform students, staff, parents, independent contractors and volunteers that harassment of students will not be tolerated, by a variety of methods including publication in handbooks and presentations to students and staff when appropriate.

Each staff member shall maintain an educational environment free from all forms of harassment.

Students may report harassment complaints to building principals, teachers, counselors, nurses, administrators or other trusted adult employee. All employees should be trained to refer complaints of harassment to the principal or other designated employees.

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