

GUILFORD COUNTY BOARD OF EDUCATION
BOARD POLICY

Descriptor Term: SEXUAL HARASSMENT BY STUDENTS		Descriptor Code: JCDAE	
Presented to Board: June 10, 1997 1st Reading: April 8, 2008 2nd Reading: May 8, 2008 Continuation of 2nd Reading: June 26, 2008	Adopted by Board: August 12, 1997		Revised by Board:

The Guilford County Schools ~~will not permit harassment of an employee, a student, visitor, non-employee or non-student by a student. Students are prohibited from engaging in or encouraging any form of harassment against fellow students, employees or any other individuals on school grounds, on school vehicles or at school-related functions.~~ **takes seriously its responsibility to provide a working and learning environment free from sexual harassment and prohibits any student to engage in sexual harassment against fellow students, employees or any other individuals on school grounds, in school vehicles or at school-related functions.**

Harassment is unwanted, unwelcome or uninvited behavior that demeans threatens or offends the victim and results in a hostile environment for the victim.

Sexual Harassment by Students

~~Guilford County Schools will not permit sexual harassment of an employee, a student, a visitor, non-employee or non-student by a student.~~ Sexual harassment includes but is not limited to unwanted, unwelcome and uninvited behavior that may include, but is not limited to the following: deliberate, unwelcome touching; suggestions or demands of sexual involvement accompanied by implied or overt promises of preferential treatment or threats; pressure for sexual activity; continued or repeated offensive sexual flirtations, advances or propositions; continued or repeated verbal remarks about an individual's body; sexually degrading words used toward an individual or to describe an individual; or the display of sexually suggestive objects or pictures.

It is also considered sexual harassment when a student subjects another student or person to demeaning sexual stereotypes, innuendos, intimidation, insults, or other conduct that is pervasively intimidating, offensive or hostile, or creates an environment that unreasonably interferes with another student's opportunity to learn.

Violation of this policy shall result in disciplinary action against the student perpetrator(s) and/or accomplice(s) **pursuant to policy JD, the Student Code of Conduct and will result in disciplinary consequences. Incidents of misbehavior that do not rise to the level of harassment may violate acceptable standards of student behavior that establishes an**

expectation that students will demonstrate civility and integrity in their interactions with others. The consequences for such behavior will follow those provided in policy JD, the Student Code of Conduct.

Persons who believe they have been subjected to sexual harassment by students shall report incidents of sexual harassment to their teacher, counselor or principal and all staff persons observing behavior they believe to be sexual harassment also have a duty to report such conduct to the principal and the principal will follow the procedures accompanying this policy in JCDAE-P. If a GCS employee knowingly ignores, fails to report or take proper action, or knowingly provides false information in an incident of student sexual harassment, that employee is subject to disciplinary action up to and including dismissal. ~~Incidents of misbehavior that do not rise to the level of harassment may violate acceptable standards of student behavior that establishes an expectation that students will demonstrate civility and integrity in their interactions with others. The consequences for harassment should be more severe than for violation of standards of behavior.~~

Persons who report sexual harassment shall have a right to a report of the outcome of the investigation of the allegations within the bounds of the law. Additionally, any person who reported sexual harassment who is not satisfied with the outcome of the investigation of the allegations has a right to file a grievance pursuant to policy GAE (grievances by staff members) or JCE (grievances by students).

No one is permitted to retaliate against a person who reports an allegation of sexual harassment against a student. The principal will take steps to correct any discriminatory effects of sexual harassment and to assure that there is no recurrence of the conduct.