

STUDENT HARASSMENT

- A. It is the policy of the School District of New London to maintain a school environment that is free from all forms of harassment and to insist that each student is treated with dignity, respect, and courtesy. Harassment includes but is not limited to, behavior based on sex, race, religion, national origin, color, ancestry, creed, pregnancy, marital or parental status, sexual orientation, or physical, mental, emotional or learning disability or handicap which substantially interferes with a student's school performance or creates an intimidating, hostile, or offensive school environment, including name calling, negative stereotyping, or hostile acts.
- B. It is the violation of this policy for any student, employee, or volunteer of the School District of New London to harass students through conduct or communications which has the purpose or effect of creating an intimidating, hostile, or offensive learning environment; has the purpose or effect of unreasonably interfering with a person's academic performance; or otherwise adversely affects a person's educational opportunities.
- C. Conduct or communications constituting sexual harassment is defined as follows:
 - 1. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a physical nature constitutes sexual harassment when:
 - a. Submission to such conduct is made either explicitly or implicitly as a term or condition of an individual's education;
 - b. Submission to or rejection of such conduct by an individual is used as the basis for decisions affecting such individual's education; and,
 - c. Such conduct has the purpose or effect of unreasonably interfering with an individual's academic performance or creating an intimidating, hostile, or offensive learning environment.
 - 2. Any behavior toward any student, by another student, employee, or volunteer which constitutes unwelcome sexual advances or requests for sexual favors; the display of derogatory posters, cartoons, drawings, or clothing; uninvited letters, telephone calls, looks, gestures, touching, teasing, jokes, remarks, or questions of a sexual nature; or other verbal or physical conduct of a sexual nature will be considered to be sexual harassment.

- D. The District recognizes that students, employees, and volunteers of both sexes work and communicate with each other. Although there is no absolute definition of conduct, which constitutes sexual or other harassment in every case, students, employees, and volunteers are asked to conduct themselves reasonably in accordance with the guidelines set forth above.
- E. All students have rights under state and federal laws to be protected from such harassment and are encouraged to report incidents which may violate this policy according to the complaint procedures outlined in Policy/Procedure 411, Equal Educational Opportunities/Complaint Procedures. Retaliation in any form against any student for complaints or participation in any investigation of alleged harassment is prohibited.
- F. The District will not tolerate any conduct which fails to comply with this letter and spirit of these guidelines. Disciplinary measures up to and including suspension or expulsion of students from school or up to and including discharge of employees or volunteers may be imposed for a violation of this policy.

ADOPTION DATE: May 9, 2005

REVISION DATE(S):

REVIEW DATE(S): September 12, 2018; December 6, 2023

CROSS-REFERENCE: Policy 411 Equal Educational Opportunities/Complaint Procedures

LEGAL REFERENCE: Section 118.13 Wisconsin Statutes
PI9 Wisconsin Administrative Code
Title IX Education Amendments of 1972
Title VI Civil Rights Act of 1964
Section 504 Rehabilitation Act of 1973
Americans with Disabilities Act of 1990
Individuals with Disabilities Education Act Amendments of 1997