

Sexual Harassment of Students

Sexual harassment of students by a member of the staff to a student, by a student to another student or by a student to a district staff member will not be tolerated in the district. Sexual harassment by Board members, parents, vendors and others in the district is prohibited. This policy is in effect while students are on district grounds, district property or on property within the jurisdiction of the district; while on district-owned and/or district-operated buses, vehicles or chartered buses; while attending or engaged in district activities; and while away from district grounds if the misconduct directly affects the good order, efficient management and welfare of the district.

Sexual Harassment

Sexual harassment means unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of a student's education or of a student's participation in district programs or activities;
2. Submission to or rejection of such conduct by a student is used as the basis for decision affecting the student;
3. Such conduct has the purpose or effect of unreasonably interfering with a student's educational performance of that creates an intimidation, offensive or hostile educational environment.

Such conduct has the purpose or effect of demanding sexual favors in exchange for benefits.

Sexual harassment as set forth above may include, but is not limited to, the following:

1. Verbal or written harassment or abuse;
2. Pressure for sexual activity;
3. Repeated remarks to a person with sexual or demeaning implications;
4. Unwelcome touching;
5. Suggesting or demanding sexual involvement, accompanied by implied or explicit threats concerning one's grades, achievements, etc.

Any student who is subject to, or individual who knows of, sexual harassment should immediately notify a building administrator. Staff members notified of sexual harassment shall inform the principal immediately.

The superintendent will develop a complaint procedure. All complaints will be promptly and thoroughly investigated.

This policy and the procedure for filing complaints shall be widely published for students, parents, and staff information.

END OF POLICY

Legal Reference(s):

[ORS 326.051](#)

[ORS 329.025](#)

[ORS 329.035](#)

[ORS 336.067](#)

[ORS 336.082](#)

[ORS 336.086](#)

[ORS 342.123](#)

[ORS Chapter 659](#)

[ORS Chapter 659A](#)

[OAR 581-021-0045](#)

[OAR 581-021-0046](#)

[OAR 581-022-1140](#)

Title VI of the Civil Rights Act of 1964, as amended, 42 U.S.C. Section 2000(d).

Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. Section 2000(e).

Rehabilitation Act of 1973, 29 U.S.C. Sections 791, 793 and 794.

Title IX of the Education Amendments of 1972, 20 U.S.C. Sections 1681-1683; 34 CFR Part 106 (2000).

Americans with Disabilities Act of 1990, 42 U.S.C. Sections 12101-12213; 29 CFR Part 1630 (2000); 28 CFR Part 35 (2000).