

Students

Harassment of Students

No person, including a District employee or agent, or student, shall harass, intimidate or bully another student based upon a student's race, color, national origin, sex, sexual orientation, gender identity, ancestry, age, religion, creed, physical or mental ability, order of protection, status as homeless, or actual or potential marital or parent status, including pregnancy. The District will not tolerate harassing, intimidating conduct, or bullying whether verbal, physical, or visual, that affects the tangible benefits of education, that unreasonably interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment. Examples of prohibited conduct include name-calling, using derogatory slurs, causing psychological harm, threatening or causing physical harm, or wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above.

It is the policy of Keeneyville School District 20 to provide students with an educational environment free of unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constituting sexual harassment as defined and otherwise prohibited by this policy or by state and federal law.

Sexual harassment of students is prohibited on school property, at school events, or on the school bus. Sexual harassment is defined as follows:

1. An employee's or District agent's unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual or sex-based nature, imposed on the basis of sex, that denies or limits the provision of educational aid, benefits, services, or treatment; or that makes such conduct a condition of a student's academic status.
2. Unwelcome sexual advances, requests for sexual favors, and other verbal, electronic or physical conduct of a sexual or sex-based nature by anyone, including students, imposed on the basis of sex that has the purpose or effect of:
 - (a) substantially interfering with a student's educational environment;
 - (b) creating an intimidating, hostile, or offensive educational environment;
 - (c) depriving a student of educational aid, benefits, services, or treatment; or
 - (d) making submission to or rejection of such unwelcome conduct the basis for academic decisions affecting a student.

Students, who believe they are victims of sexual harassment or have witnessed sexual harassment, are encouraged to discuss the matter with the student Nondiscrimination Coordinator, the Building Principal, or a Complaint Manager as soon as possible in order to facilitate a prompt investigation. Students may choose to report to a person of the student's same sex.

An allegation that one student was sexually harassed by another student shall be referred to the Building Principal for appropriate action.

The Superintendent shall appoint a Nondiscrimination Coordinator for students who shall be responsible for coordinating the District's nondiscrimination efforts. The Nondiscrimination Coordinator may be the Superintendent or a Complaint Manager for the Uniform Grievance Procedure. The Superintendent shall insert into this policy the names, addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers.

Nondiscrimination Coordinator:

Name Mary Iwema, District Office
Address 5540 Arlington Drive East, Hanover Park, IL 60133
Telephone No. 630 894-4008

Complaint Managers:

Name	<u>Mary Iwema, District Office</u>	<u>Mark Bocian, Spring Wood Middle School</u>
Address	<u>5540 Arlington Drive East, Hanover Park, IL</u>	<u>5540 Arlington Drive East, Hanover Park IL</u>
Telephone No.	<u>630 894-4008</u>	<u>630 893-8900</u>

The Superintendent shall also use reasonable measures to inform staff members and students that the District will not tolerate sexual harassment, such as by including this policy in the appropriate handbooks.

LEGAL REF.: Title IX of the Educational Amendments, 20 U.S.C. § 1681 et seq.
34 C.F.R. Part 106; Illinois School Code, Sec. 10-22.5 and 27-1
(105 ILCS 5/10-22.5 and 5/27-1); 23 Ill.Admin.Code § 200.10, *et seq.*

CROSS REF.: 2.260 (Uniform Grievance Procedure), 7.10

Adopted: April 23, 1998

Reviewed: June 12, 2003

Revised: (Only the name of the Non-discrimination Coordinator and Complaint Manager - August, 2007)

Revised: December 17, 2009

Revised: February 24, 2011