

# **SEXUAL HARASSMENT AT SCHOOL**

Scott County Schools  
2018

**WHAT IS SEXUAL HARASSMENT**  
**?**

# Sexual harassment can be verbal

- ❑ comments about someone's body
- ❑ spreading sexual rumors
- ❑ calling someone gay or lesbian in a negative or mean spirited way
- ❑ sexual remarks or accusations
- ❑ unwelcome sexual jokes, stories or comments

# And..... Sexual harassment can be physical

- ▣ grabbing
- ▣ rubbing
- ▣ flashing or exposing private body parts
- ▣ touching
- ▣ pinching in a sexual way
- ▣ physical intimidation
- ▣ sexual assault

# And..... Sexual harassment can be visual

- ▣ Display of naked pictures
- ▣ Display of nudity
- ▣ Display of sex-related objects
- ▣ Obscene gestures
- ▣ Drawings, writings or photos of a crude or sexual nature

# Quid Pro Quo

If someone offers to give you something or treats you better if you do something for them, that is a type of sexual harassment often called *quid pro quo harassment* (which is Latin and means “this for that”). For example:

- “I’ll give you an ‘A’ if you go out with me,”
- " I'll get my friends to vote for you if you take off your shirt."

This kind of harassment could also be a threat to do something negative or treat you worse if you refuse to go along with a request for a sexual favor. For example:

- “I’ll fail you in this class if you don’t give me a kiss.”
- " I will tell everyone you have a disease if you don't make out with me."

# Hostile Environment

- ▣ **When unwanted touching, comments or gestures are so bad or occur so often that it:**
  - interferes with your schoolwork,
  - makes you feel uncomfortable or unsafe
  - prevents you from participating in or benefiting from a school program or activity
  
- ▣ **This type of harassment could include:**
  - ongoing catcalls or sexual comments
  - frequent or severe teasing toward a student related to sexuality, gender identity, physical appearance, etc.
  - physical harassment targeted at someone because of their gender identity or expression

The harassment can be from staff, other students, school volunteers, or even someone visiting the school.

# Gender Discrimination

Harassment can include nonsexual, hostile conduct *if the harassment is directed at a student because of his or her gender, gender identity or gender expression.*

For example :

- Not allowing any females to participate in math field day .

*" Girls are no good at math, you will bring our scores down."*

- Criticizing only male students when they speak up in class.

*" I find that boys always disrupt class when I let them talk."*

- Making fun of a student's gender identity.

*" Ask him, he knows how girls feel about things"*



# Cyberbullying

Many forms of cyber bullying may also be sex-based harassment

For example:

- using cell phones or the internet to target students by calling them names like “slut”
- spreading sexual rumors via social media or other electronic means
- rating students on sexual activity or performance on social media or other sites
- Sharing or publishing compromising photographs or videos of a student
- circulating, showing, or creating emails or websites of a sexual nature.

This kind of conduct may be sexual harassment if it is severe, persistent, or pervasive.

# Sexual Harassment is Against the Law

- ▣ **Title IX of the Education Amendments of 1972** (“Title IX”) is a federal law that prohibits sex discrimination in educational institutions, programs, and activities .
- ▣ Title IX prohibits various forms of sex discrimination in schools, including sexual harassment, gender-based bullying, and sexual violence.
- ▣ It is illegal to intimidate, threaten, or coerce a person who has exercised rights or taken action under Title IX.
- ▣ **The Office of Civil Rights (OCR)** supervises compliance with Title IX requirements and has the authority to enforce these regulations.

# Sexual Harassment Violates Scott County Schools Policy

## Scott County Schools Policies and Procedures, JFHA/GBA Prohibition Against Harassment and Retaliation Policy

- The Scott County Board of Education is committed to maintaining a learning/working environment free from harassment. Therefore, Scott County Public Schools prohibits sexual harassment, or harassment based on gender, race, color, national origin, disability, religion, ancestry, age, marital status, genetic, or any other characteristic protected by law.
- It shall be a violation of this policy for any student, volunteer, outside group or third party using school facilities, or employee of the Board to harass or commit a violent act against a student, any person, or any employee through conduct or communication of a harassing or violent nature as defined by this policy.
- The Board will act promptly and confidentially to investigate all harassment and violence complaints, formal or informal, verbal or written, and will take appropriate disciplinary action based upon the results of the investigation.
- It is the responsibility of all students and employees to promote and to maintain an environment free of all types of sexual harassment. Any sexual harassment, as defined, when perpetrated on any student, volunteer, third party, or employee by any student, volunteer, third party, or employee will be treated as sexual harassment under this policy.

# How do I report harassment at school?

- ❑ Even if you are not sure you are being harassed, report situations that make you uncomfortable to an adult as soon as possible. Not sure who to tell? Tell a:
  - Teacher
  - Counselor
  - Principal
  - Trusted staff member
- ❑ Tell your parents right away so they can support you and help insure that the school administrator has the information needed to follow through on your concerns or complaint.
- ❑ Brenda Robinette, Jason Smith and Jennifer Frazier are the Title IX Compliance Officers for Scott County Public Schools. You may contact the School Board Office if you feel your report is being mishandled (386-6118).
- ❑ If you feel your reports of harassment are being ignored by the school system, you can contact the Office of Civil Rights.

# Sexual Harassment: It's *Not* Academic

- ▣ A joint effort of the US Department of Education and the Office for Civil Rights
- ▣ This free informational booklet is available to
  - parents
  - students,
  - faculty/staff
  - community members
  - Please see a school administrator or school counselor for your copy if interested.
- ▣ This publication is also available for viewing and downloading on the USDE website: <http://www.ed.gov/ocr>