

District Policy & Regulations

BOARD OF EDUCATION COLUMBUS SCHOOL DISTRICT

STUDENTS
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STUDENT HARASSMENT

Harassment of student(s) by other students or any member of the staff is contrary to the Board of Education's commitment to provide a physically and psychologically safe environment in which to learn and may be a violation of Federal or State law. The District does not tolerate harassment in any form and will take all necessary and appropriate action to eliminate it.

In addition to sexual harassment, which includes unwelcome advances or any form of improper physical contact or sexual remark, harassment shall also include any speech or action motivated in whole or in part out of hostility to a person's race, color, gender, religion, physical, mental, emotional or learning disability, handicap, national origin, ancestry, creed, marital or parental status, pregnancy or sexual orientation that creates a hostile, intimidating, or offensive learning environment.

It is the policy of the Board of Education that a sexual relationship between staff and students in any form, or under any circumstances, in or out of the work place, and that it interferes with the educational process and involves elements of coercion by reason of the relative status of a staff member to a student.

Any student who believes s/he has been harassed in violation of this policy may file a complaint with the school staff.

The Superintendent shall distribute this policy to all students and District employees, and shall incorporate it into building, staff, and student handbooks. It shall also be the subject of discussion at employee staff meetings or in-service programs. The policy shall be posted in appropriate places throughout the District.

All such reports are to be investigated promptly. Any student found to have violated this policy shall be subject to disciplinary action which may include, but not be limited to, suspension or expulsion from the District. Any employee who violates this policy is subject to disciplinary action up to and including discharge. Disciplinary action against an employee shall be in accordance with applicable administrative rules and collective bargaining agreements.

No District employee or student shall attempt to restrain, interfere with, coerce, discriminate or take reprisal action against a complainant and his/her witnesses during or after the presentation, process and resolution of a complaint.

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Title VII

Wisconsin State Statutes 118.13

Title IX, 20 USC 1681

Civil Rights Act, 42 USC 1983

Adopted: 11/23/98

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