

SCHOOL DISTRICT OF IOLA-SCANDINAVIA

411.1

HARASSMENT

The School District of Iola-Scandinavia expressly prohibits any form of harassment based on sex, race, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, color, age or physical, mental, emotional or learning disability or handicap.

Harassment is defined as any deliberate, repeated or unwanted verbal or physical contact, derogatory statement or discriminating remark that is offensive or objectionable to the recipient or that causes the recipient discomfort or humiliation or that interferes with the recipient's academic or job performance. Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's academic success or employment;
2. Submission to or rejection of such conduct is used as the basis for decisions affecting an individual's academic standing or employment; or
3. Such conduct has the purpose or effect of creating an intimidating, hostile or offensive environment.

Sexual harassment can take the form of any unwanted sexual attention, ranging from leering, punching, patting, verbal comments, display of graphic or written sexual material and subtle or express pressure for sexual activity. In addition to the anxiety caused by sexual demands on the recipient, sexual harassment may include the implicit message from the alleged offender that noncompliance will lead to reprisals. Reprisals include, but are not limited to, the possibilities of harassment escalation, unsatisfactory academic or job evaluations, difference in treatment, sarcasm or unwarranted comments to or by students or staff.

Any student who believes he/she has been subjected to harassment by a student or employee should report the incident to the building principal or counselor. If a student is not comfortable with making a complaint to the principal or counselor, the complaint may be made to any teacher. The teacher shall report the complaint to the appropriate principal or counselor. (A parent/guardian may file a complaint with the building principal or counselor on behalf of his/her child.)

Any employee who believes he/she has been subjected to harassment by an employee or student should report the incident to his/her supervisor or the Equal Opportunity Coordinator.

It is the intent of the district to create an atmosphere where complaints and complainants will be treated fairly and quickly. Complaints shall be kept confidential to the maximum extent possible.

The district prohibits any form of retaliation against any student or employee for filing a complaint under this policy or for assisting in a complaint investigation.

Students or employees found guilty of harassment, engaging in retaliatory conduct against a complainant or person assisting in an investigation, knowingly filing a false complaint or providing false information regarding a complaint shall be subject to disciplinary action up to and including expulsion or discharge.

Each member of management is responsible for creating an atmosphere free of harassment. Further, students and employees are responsible for respecting the rights of students and staff.

LEGAL REF.: Sections 118.13 Wisconsin Statutes
 120.13(1)
 Title IX, Education Amendments of 1972
 Title VI, Civil Rights Act of 1964
 Section 504 of the Rehabilitation Act of 1973
 Americans with Disabilities Act of 1990
 Individuals with Disabilities Education Act
 Civil Rights Act of 1991

CROSS REF.: 411.1-Rule, Harassment Complaint Procedures
 411.1-Exhibit, Harassment Complaint Form

APPROVED: July 12, 1993

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 December 14, 2009