

Yard Supervision:

Teachers and classroom tutors share the responsibility of monitoring the behavior and safety of the students while on the school campus, in the hallways, and in the cafeteria. Students are expected to respond obediently, courteously, and quickly to any adult doing this supervision.

SEXUAL HARASSMENT

The School Board prohibits unlawful sexual harassment or by any student by anyone in or from the district. Teachers shall discuss this policy with their students in age appropriate ways and should assure them that they need not endure any form of sexual harassment (cf 5131.5 - vandalism, Theft and graffiti (cf. 5137 - Positive School Climate)). Any student who engages in the sexual harassment of anyone in or from the district may be subject to disciplinary action up to and including expulsion. Any employee who permits or engages in sexual harassment may be subject to disciplinary action up to and including dismissal.

The Board expects students and staff to immediately report incidents of sexual harassment to the principal or to another district administrator. Any student who feels that he / she is being harassed should immediately contact the principal and other district administrator. Complaints of harassment can be filed in accordance with these procedures (**cf. 4118 - Suspension / Disciplinary Action) (cf. 5144.1 - Suspension and Expulsion / due process)** of the AR 1312.3 - Uniform Complaint Procedures

The district prohibits retaliatory behavior against any complainant or any participant in the complaint process. Each complaint of sexual harassment shall be promptly investigated in a way that respects the privacy of all parties concerned. (Cf. 1312.3 - Uniform Complaint Procedure)

LEGAL REFERENCES

EDUCATION CODE

200 - 240 Prohibition of Discrimination on the basis of sex, especially
212.5 Sexual harassment
212.6 Sexual harassment policy
230 Particular practices prohibited
48940 Notice at beginning of term

UNITED STATES CODE TITLE 42

2000d & 2000e et seq. Title VI & Title VII, Civil Rights Act of 1964 as amended 200-2 et seq. Title IX, 1972 Education Act Amendments Franklin vs Gwinnet County Schools (1992) 112 S. Ct. 1028

Prohibited sexual harassment includes, but not limited to, unwelcome sexual advances, request for sexual favors, and other verbal, or physical conduct of a sexual nature, when (Education Code 12.5)

1 Submission to the conduct is explicitly or implicitly made a term or condition of an individual's employment, academic status or progress.

2. Submission to or rejection of the conduct by an individual is used as the basis for academic or employment decisions affecting the individual.

3. The conduct has the purpose or effect of having a negative impact on the individual's academic or work performance, or of creating an intimidating, hostile, or offense educational or work environment.

4. Submission to or rejection of the conduct by the individual is used as the basis for a decision affecting the individual regarding benefits and services, honors, programs, or activities available at or through the school.

Other types of conduct which are prohibited in the district and which may constitute sexual harassment include:

1. Unwelcome leering, sexual flirtations or propositions.
2. Unwelcome sexual slurs, epithets, threats, verbal abuse, or derogatory comments or sexually degrading descriptions.
3. Graphic verbal comments about an individual's body, or overly personal conversation.
4. Sexual jokes, stories, drawings, pictures or gestures.
5. Spreading sexual rumors.
6. Teasing or sexual remarks about students enrolled in a predominately single - sex class.
7. Touching an individual's body or clothing in a sexual way.
8. Purposefully limiting a student's access to educational tools.
9. Cornering or clocking of normal movements.
10. Displaying sexual suggestive objects in the educational environment.
11. Any act of retaliation against an individual who reports a violation of the district's sexual harassment policy or who participates in the investigation of a sexual harassment complaint.

NOTIFICATIONS

A copy of the district's sexual harassment policy shall:

1. Be included in the notifications that are sent to parents / guardians at the beginning of each school year. (Education code 48980)
2. Be displayed in a prominent location near the principal's office. (Ed. code 212.6)
3. Be provided as a part of any orientation program conducted for new students at the beginning of each quarter, semester, or summer session.
4. Appear in any school or district publication that sets forth the school or district's comprehensive rules, regulations, procedures and standards of conduct. (Ed code 221.6)

ENFORCEMENT

The principal or designee shall take appropriate actions to reinforce the district's sexual harassment policy. These actions may include:

1. Removing vulgar or offending graffiti.
2. Providing staff in service and student instruction or counseling.
3. Taking appropriate disciplinary actions as needed.

APPENDIX A BULLYING POLICY

The Westside Elementary School District believes that all students have a right to a safe and healthy school environment. The district, schools, and community have an obligation to promote mutual respect, tolerance, and acceptance.

The Westside Elementary School District will not tolerate behavior that infringes on the safety of any student. A student shall not intimidate, harass, or bully another student through words or actions. Such behavior includes: direct physical contact, such as hitting or shoving; verbal assaults, such as teasing or name-calling; and social isolation or manipulation.

The Westside Elementary School District expects students and/or staff to immediately report incidents or bullying to the principal or designee. Staff who witness such acts take immediate steps to intervene when safe to do so. Each complaint of bullying should be promptly investigated. This policy applies to students on school grounds, while traveling to and from school or a school-sponsored activity, during the lunch period, whether on or off campus, and during a school-sponsored activity

To ensure bullying does not occur on school campuses, the Westside School District will provide staff development training in bullying prevention and cultivate acceptance and understating in all students and staff to build each schools capacity to maintain a safe and healthy learning environment.

Teachers will discuss this policy with their students in age-appropriate ways and should assure them that they need not endure any form of bully. Students who bully are in violation of this policy and are subject to disciplinary action up to and including expulsion.

The following Student Code of Conduct is to be followed by every student while on school grounds, or when traveling to and from school or a school-sponsored activity, and during lunch period, whether on or off campus.

The Student Code of Conduct includes, but is not limited to:

- Any student who engages in bullying may be subject to disciplinary action up to and including expulsion.
- Students are expected to immediately report incidents of bullying to the principal or designee.
- Students can rely on staff to promptly investigate each complaint or bullying in a thorough and confidential manner.