

HAZING

Any hazing of any student by any other student or as a part of an initiation to an organization is prohibited in any and all circumstances.

Bullying and Harassment of Students

Bullying and/or harassment of any student is an unacceptable form of behavior and Elwood Public Schools will not tolerate any form of it. Bullying and harassment is defined as but not limited to an individual or group of individuals who are or feel threatened, abused or undermined by another individual or group of individuals. Bullying can be expressed through physical, verbal, or intimidating behavior. A substantiated charge against a student in a school district shall subject that student to disciplinary action including, but not limited to, suspension or expulsion.

SEXUAL HARASSMENT OF STUDENTS

It is the policy of the school district to maintain a learning and working environment that is free from sexual harassment.

It shall be a violation of this policy for any member of the school district staff or employee of the school district, to harass a student through conduct or communication of a sexual nature as defined below. It shall also be a violation of this policy for students to harass other students through conduct or communication of a sexual nature as defined below.

Definitions

Unwelcome sexual advances, request for sexual favors and other inappropriate oral, written or physical conduct of a sexual nature when made by a school employee to a student or when made by any student to another student, constitutes sexual harassment when:

- (a) Submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's education;
- (b) Submission to or rejection of such conduct by an individual as used as the basis for academic decisions affecting that individual;
- (c) Such conduct has the purpose or effect of substantially interfering with an individual's academic or professional performance or creating an intimidating, hostile or offensive academic environment.

Sexual harassment, as defined above, may include but is not limited to, the following: verbal harassment or abuse; pressure for sexual activity; repeated remarks to a person with sexual or demeaning implications; unwelcome touching; suggesting or demanding sexual involvement accompanied by implied or explicit threats concerning one's grades, job, etc.

Procedures

Any person who alleges sexual harassment by any employee of the district or another student in the district may use the district's complaint procedure or may complain directly to the superintendent of schools, guidance counselor or other individual designated to receive such complaints. Filing of a complaint or otherwise reporting sexual harassment will not reflect upon the individual status nor will it affect future employment, grades or work assignments.

The right to confidentiality, both of the complainant and the accused, will be respected consistent with the district's legal obligations, and with the necessity to investigate allegations of misconduct and take corrective action when this conduct has occurred.

A substantiated charge against an employee of the school district shall subject the employee to disciplinary action, including, but not limited to, discharge. A substantiated charge against a student in a school district shall subject that student to disciplinary action including, but not limited to, suspension or expulsion.