STUDENTS

Sexual Harassment

Sexual harassment of students is prohibited. Sexual harassment is defined as follows:

1. An employee's or District agent's unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual or sex-based nature, imposed on the basis of sex, that denies or limits the provision of educational aid, benefits, services, or treatment; or that makes such conduct a condition of a student's academic status; and

2. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual or sex-based nature by anyone, including students, imposed on the basis of sex, that has the purpose or effect of substantially interfering with a student's educational environment; creating an intimidating, hostile, or offensive educational environment; depriving a student of educational aid, benefits, services, or treatment; or making submission to or rejection of such unwelcome conduct the basis for academic decisions affecting a student.

The terms *intimidating*, *hostile*, and *offensive* include conduct that has the effect of humiliation, embarrassment, or discomfort. Examples of sexual harassment include touching, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, and spreading rumors related to a person’s alleged sexual activities. The term *sexual violence* includes, but is not limited to, rape, sexual assault, sexual battery, sexual abuse, and sexual coercion.

Making a Complaint

Students are encouraged to report claims or incidences of bullying, harassment, sexual harassment, or any other prohibited conduct to the Nondiscrimination Coordinator, a Building Principal, a Complaint Managers, or any staff member with whom the student is comfortable speaking. A student may choose to report to a person of the student’s same gender.

**Nondiscrimination Coordinator:** Tom Beerheide (847-881-9457; beerheidet@sunetridge29.org)

**Building Principal:**
Dr. Mary Frances Greene, Middlefork School (847-881.9505; greenem@sunetridge29.org)
Dr. Ivy Sukenik, Sunset Ridge School (847-881-9405; sukeniki@sunetridge29.org)

**Complaint Managers:** Ms. Emily Dunham (847-881-9518; dunhame@sunetridge29.org)
Dr. Edward Stange (847-881-9456; stangee@sunetridge29.org)

Once a complaint is received, the Nondiscrimination Coordinator shall follow the Uniform Grievance Procedures.

The student's parent(s)/guardian(s) will be notified that they may attend any investigatory meetings in which their child is involved. The parent(s)/guardian(s) are to be kept informed of the investigation's progress. The student’s oral or written statements will be kept confidential, except that the Superintendent will be kept informed of the investigation's progress. District personnel shall, however, comply with the child abuse reporting laws.
Any District employee or student who is determined, after an investigation, to have engaged in conduct prohibited by this policy, or knowingly making a false accusation regarding prohibited conduct under this policy, will be subject to disciplinary action up to and including discharge, with regard to employees, or suspension and expulsion, with regard to students.

All complaints shall be reported to the Board of Education at the next available Closed Session meeting.

Distribution of the District's Policy

1. A copy of the Student Sexual Harassment Policy and accompanying procedures shall be distributed annually in the Student-Parent Handbook and the Staff Handbook; and
2. Copies of the Student Sexual Harassment Policy may be distributed in other ways as deemed appropriate by the District's administration.

Educational Training

The Superintendent shall also use reasonable measures to inform staff members and students that the District will not tolerate sexual harassment.

1. The Health Education Program for grades Kindergarten through 8 shall include age appropriate instruction which leads to the students' understanding of sexual abuse and harassment; and
2. Counselors and health teachers shall obtain and disseminate age-appropriate informational materials concerning sexual abuse and harassment.

LEG. REF.:

34 C.F.R. Part 106.
West v. Derby Unified Sch. Dist. No. 260, 206 F.3d 1358 (10th Cir. 2000).