

HARASSMENT – STUDENTS

The Swallow School District is committed to providing a safe, positive, productive, and nurturing environment for all of its students that is free from all forms of harassment. The Swallow School community insists that all students be treated with dignity, respect and courtesy. The Board will not tolerate any gestures, comments, threats, or actions which cause or threaten to cause bodily harm or personal degradation. This policy applies to all activities in the District, including activities on school property or while traveling to or from school and those occurring off school property if the student is at any school-sponsored, school approved or school-related activity or function, such as field trips or events where the students are under the school’s jurisdiction.

All students have rights, under state and federal laws, to be protected from harassment. The following definitions are provided for guidance only. If a student believes that there has been any form of harassment, regardless of whether it fits a particular definition listed below, the student should report the incident and allow the administration to determine the appropriate course of action.

Harassment

Physical or verbal conduct, or psychological abuse, by any person that disrupts or interferes with a person’s work or school performance, or which creates an intimidating, hostile or offensive work or learning environment. Harassment may occur student to student, student to staff, staff to student, male to female, female to male, female to female, or male to male. Harassment may include but is not limited to:

- Verbal harassment - including epithets, kidding, teasing, derogatory comments, slurs, or ethnic jokes
- Physical harassment - including intentional, unwanted contact, or interference with movement, activities, or work
- Visual harassment - including derogatory cartoons, drawings, pictures, or posters

_____ Initials _____

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Sexual Harassment

Any behavior between student and student, student and employee or other person(s) at the school which constitutes unwelcome sexual advances or requests for sexual favors; the display of derogatory pictures, posters, cartoons, or drawings; or uninvited letters, telephone calls, looks, gestures, teasing, jokes, remarks, or questions of a sexual nature; or other verbal or conduct of a sexual nature; or experienced any of these incidents via technological means either at school or associated with school activity, may be considered to be sexual harassment. If such conduct is determined to be deliberate, repeated or both, it will be construed as sexual harassment.

Bullying

Anytime a person willfully and repeatedly exercises power or control over another with hostile and malicious intent; such as repeated oppression, physical or psychological, of a less powerful individual by a more powerful individual or group. Bullying can be physical, verbal, psychological, or electronically transmitted, through attacks on the property of another, or a combination of any of these.

Federal and state laws prohibit discrimination against students based upon the student's gender, race, color, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional, handicap or learning disability. If a student feels that harassment has occurred, based on any of these federal and state categories, the student should report the incident to an administrator.

The District will investigate complaints and take all appropriate action that may be necessary.

The District will publish this policy on an annual basis.

References: Wisconsin Statutes 111.32(13), 111.36, 118.13, 118.31
and 118.46
Policy 443.71 - Bullying

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Cross Reference: Policy 454 – Child Abuse and Neglect
Policy 446.1– Locker Room Privacy

APPROVED: June 18, 1997
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Confirmed by: _____, President

_____, Clerk