

Policy of the Lancaster Board of Education

Students

458.1

**HARASSMENT OF STUDENTS**

The Lancaster Board of Education supports an educational environment that is free of discrimination and harassment of any form.

The Board's authority is derived from Wisconsin Statutes that allow school boards to establish rules pertaining to the conduct and protection of pupils in order to maintain a favorable academic atmosphere. It is therefore the policy of the district that neither students nor employees will be allowed to engage in any form of harassment or intimidation toward other students or school employees.

Harassment is unwanted, deliberate, or repeated unsolicited comments, gestures, graphic material and physical contact.

Sexual harassment is a specific form of harassment. This includes unwelcome sexual advances, unwelcome physical contact, or unwelcome verbal or physical conduct of a sexual nature. Sexual harassment also includes general derogatory comments about either females or males.

Students who believe they have been subjected to harassment, or any parents/guardians who believe their student has been subjected to harassment, shall timely report the incident(s) to the building Principal/designee. It is the intent of the Lancaster School District to create an atmosphere where complaints will be treated fairly and promptly. If a student or parent is not comfortable with making a complaint to the Principal/designee, the complaint may be made to a teacher, counselor, or District Equity Coordinator with the understanding that incidents may be reported to administration for review and action. The employee receiving the complaint shall, with the consent of the complainant, report the complaint to the Principal or other administrator and District Administrator.

It is a responsibility of students, parents, employees, and the public to report observed incidents of harassment on school grounds, activities, and transportation to the administration. Every effort will be made when requested to maintain the confidentiality of witness identity unless the witness is requested to testify in a hearing.

The administration and staff will inform students that Lancaster Community School District does not tolerate harassment in any form and will take all necessary and appropriate action to eliminate it, up to and including discipline of offenders. Students will be informed of this policy annually and the complaint procedure will be made available to all students or parents/guardian wishing to file a complaint.

All Principals and employees who receive complaint of harassment, sexual harassment or sexual assault shall report these to the District Administrator and to the district's Gender Equity Coordinator.

Any person who believes he/she has been harassed may file a complaint in accordance with procedures established for dealing with harassment.

LEGAL REFERENCE:       Wisconsin Statutes  
                              Wisconsin Administrative Code  
                              118.13               PI 9  
                              120.13(1)  
                              111.32(13)  
                              Title IX, Education Amendments of 1972  
                              Chapter 227

CROSS-REFERENCE: 411.1F Documentation Complaint Form (Students)  
512, Sexual Harassment in the Workplace.

Adopted:

Revised       October 11, 1995  
                  July 10, 1996

