Sexual harassment policy

A learning and working environment that is free from sexual harassment will be maintained.

Authority
◆ No employee will harass a student through conduct or communications of a sexual nature as defined below.
◆ Also, no student will harass other students through conduct of commu-
nications of a sexual nature as defined below.

Definitions
◆ Unwelcome sexual advances, requests, or suggestions for sexual activity, whether oral, written or physical conduct of a sexual nature when made by a member of the school staff to a student or when made by any student to another student or employee constitutes sexual harassment when
◆ submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's education;
◆ submission to or rejection of such conduct by an individual is used as the basis for academic decisions affecting that individual; or
◆ such conduct has the purpose or effect of substantially interfering with an individual's academic or professional performance or creating an intimidat-
ing, hostile or offensive academic environment.
◆ Sexual harassment, as defined above, may include but is not limited to:
   ◆ verbal harassment or abuse;
   ◆ pressure for sexual activity;
   ◆ written contact including sexually suggestive or obscene letters, notes, invitations or computer terminal messages of a sexual nature;
   ◆ verbal contact including sexually suggestive or obscene comments, threats or jokes about a student or an employee;
   ◆ physical contact including any intentional pats, squeezes, touching or pinching, repeatedly brushing up against another's body, or
   ◆ assault, blocking movement or coercing sexual contact; and
   ◆ suggesting or demanding sexual in-
volvement accompanied by implied or explicit threats concerning one's

Grades
◆ Procedures
When a student feels that he has been a victim of sexual harassment, he shall be promptly and confidentially.
◆ Any student who feels he/she has been subjected to harassment, intimidation or bullying shall be entitled to file a complaint in accordance with procedures established by the superintendent.
◆ Complaints will be investigated promptly, thoroughly and confidentially.
◆ All school employees are required to report alleged violations of this policy to the principal or his/her designee.
◆ Reports by students or employees may be made anonymously.
◆ The district prohibits retaliation or reprisal in any form against a student or employee who has filed a complaint or report of harassment, intimidation or bullying.
◆ The district also prohibits any person from falsely ac-
cusing another as a means of harassment, intimidation or bullying.

Harassment, intimidation or bullying is defined as:
◆ a gesture, an electronic communication or
◆ a written, verbal, physical or sexual act reasonably perceived to have the effect of either of the follow-
ing:
   ◆ harming a student physically or emotionally,
   ◆ damaging a student's property,
   ◆ placing a student in reasonable fear of personal harm or property damage or
   ◆ insulting or demeaning a student or group of students causing substantial disruption in, or substantial interfer-
ence with, orderly operation of the school.

Procedures
◆ Any student who feels he or she has been subjected to harassment, intimidation or bullying shall be entitled to file a complaint in accordance with procedures established by the superintendent.
◆ Complainants will be investigated promptly, thoroughly and confidentially.
◆ All school employees are required to report alleged violations of this policy to the principal or his/her designee.
◆ Reports by students or employees may be made anonymously.
◆ The district prohibits retaliation or reprisal in any form against a student or employee who has filed a complaint or report of harassment, intimidation or bullying.
◆ The district also prohibits any person from falsely accus-
ing another as a means of harassment, intimidation or bullying.

Harassment, intimidation, bullying policy

The board prohibits acts of harassment, intimidation or bullying of a student by students, staff and third parties.

These acts will include any act that interferes with or diminishes a student's ability to learn and the school's responsibility to educate its students in a safe and orderly environment whether
◆ in a classroom,
◆ on school premises,
◆ on a school bus or other school-related vehicle,
◆ at an official school bus stop,
◆ at a school-sponsored activity or event whether or not it is held on school premises, or
◆ at a program or function where the school is responsible for the student.

The superintendent will be responsible for:
◆ developing procedures for implementing this policy,
◆ ensuring notice of this policy is provided to students, staff, parents/legal guardians, volunteers and members of the community including its applicability to all areas of the school environment as outlined in this policy and
◆ ensuring that a process is established for discussing the district policy with students.

Policy prohibits hazing by students or adults

The district prohibits hazing by stu-
dents, staff and third parties as a part of any school-sponsored activity.

All students and employees must avoid any action that could be viewed as plan-
ing, directing, encouraging, assisting or engaging in any hazing activity.

Further, no administrator, coach, spon-
or, volunteer or district employee will permit, condone or tolerate any form of hazing.
◆ For purposes of this policy, state law defines hazing as "the wrongful strik-
ing, laying open hand upon, threatening with violence or offering to do bodily

harm by a superior student to a subor-
dinate student with intent to punish or injure the subordinate student, OR other unauthorized treatment by the superior student of a subordinate student of a tyrannical, abusive, shameful, insult-


ing, or humiliating nature." Any hazing activity, whether by an individual or a group, will be presumed to be a forced activity, even if a student willingly participates.
◆ Any student who feels he/she has been subjected to hazing is encouraged to file a complaint with the principal.
◆ All complaints will be investigated promptly and confidentially.

The district prohibits retaliation or reprisal in any form against a student who has filed a complaint of hazing.
◆ Any student or employee who is found to have engaged in hazing will be sub-
cject to disciplinary action, up to and including termination in the case of an employee or expulsion in the case of a student.
◆ Individuals may also be referred to law enforcement officials.
◆ The district will take all other appropriate steps to correct or rectify the situation.

Constitutional & Statutory Provisions
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South Carolina Code, 1976, as amended
◆ Section 16-3-510 – Organizations and entities revised.
◆ Section 59-19-90 – General powers and duties of school trustees.
◆ Sections 59-63-210 through 270 – Grounds for which trustees may suspend or transfer pupils; petition for readmission; expulsion of any pupil for remainder of year and transfers; transfer of pupils; corporal punishment; regulation of clubs or like activities.
◆ Section 59-43-235 – Student hazing prohibited.
◆ Section 59-43-240 – Other duties of bus drivers; discipline of students for misconduct.
◆ Section 59-43-240.1 et. seq. – Safe School Climate Act.

State Board of Education Regulations
◆ R43-279 - Minimum standards of student conduct and disciplinary enforcement procedures to be implemented by local school districts.

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