



STUDENT SEXUAL HARASSMENT

The Board 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 of pupils to maintain a favorable academic atmosphere. It is therefore the policy of the district that students will not be allowed to engage in any form of sexual harassment or intimidation toward another student or school employees. If any person believes that the Mineral Point Unified School District or any part of the school organization has inadequately applied the principles and/or regulations of Title IX (sex), Title VI (race, color, national origin), Section 504 (handicap), the Americans with Disabilities Act (disability) or in some way discriminated on the basis of sex, race, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability, he/she may bring forward a complaint to the Administration Office at the following address:

District Administrator
Mineral Point Unified School District
705 Ross Street
Mineral Point, WI 53565

Discrimination complaints relating to the identification, evaluation, educational placement or the provision of a free appropriate public education of a student with disabilities shall be processed in accordance with established appeal procedures outlined in the district's special education handbook.

Discrimination complaints relating to programs specifically governed by federal law or regulation shall be referred directly to the State Superintendent of Public Instruction.

Policy 411.1 Continued:

“Sexual harassment” means unwelcome sexual advances, unwelcome physical contact of a sexual nature or unwelcome verbal or physical conduct of a sexual nature. “Unwelcome verbal or physical conduct of a sexual nature” included, but is not limited to, the deliberate, repeated making of unsolicited gestures or comments, or the deliberate, repeated display of offensive sexually graphic materials. Sexual harassment is prohibited in the school setting for the following reasons:

1. Sexual harassment violates the provisions of Title IX and may violate the State of Wisconsin Criminal Code.
2. Sexual harassment often involves an abuse of power or authority.
3. Sexual harassment creates a hostile education environment.
4. Sexual harassment is demeaning, offensive and abusive.
5. Sexual harassment violates individual rights, creates stress and tension and can cause emotional or physical pain, discomfort and injury.
6. Sexual harassment can lead to further conflict or more serious legal problems of a civil or criminal nature.

Students who believe they have been subjected to sexual harassment or any parents/guardians who believe their student has been subjected to sexual harassment should report the incident(s) to the building principal/designee. It is the intent of the Mineral Point 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 social worker with the understanding that incidents must be reported to administration for review and action. The employee receiving the complaint shall report the complaint to the principal or other administrator and district administrator.

Third party witnesses are strongly encouraged to report observed incidents of sexual harassment 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 the Mineral Point School District does not tolerate sexual 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 any students or parent/guardian wishing to file a complaint.

Policy 411.1 Continued:

Legal Reference: Section 118.13 Wisconsin Statutes

120.13 (1)

120.44 (2)

Title IX, Education Amendments of 1972

Wisconsin Administrative Code PI9

Cross Reference: 411.1-Rule, Student Sexual Harassment Guidelines

411.1-Exhibit – Student Formal Harassment Complaint

Adopted: July 1994

June 2001