

SEXUAL HARASSMENT POLICY FOR STUDENTS

It is the policy of the Lafayette Parish School Board to prohibit sexual harassment anywhere in the system and to take prompt action to investigate thoroughly and discipline any student or employee found guilty of sexual harassment.

A. DEFINITION

Sexual harassment includes unwelcome sexual advances, use of sexually suggestive language, requests for sexual favors, and/or other verbal or physical conduct of a sexual nature by an employee to a student or a student to another student, or a non-employee engaged in business with the school system to a student.

1. Acceptance or rejection of a sexual invitation is used as the basis for employment, grading, disciplinary, honorary, participatory or similar decisions.
2. Sexual advances or requests for sexual favors have the purpose or effect of unreasonably interfering with an individual's school performance or creating an intimidating, hostile or offensive school environment.

B. POLICY

The Lafayette Parish School Board hereby declares the following prohibiting sexual harassment in the Lafayette Parish School System:

1. The Lafayette Parish School Board desires to provide a school environment free of sexual harassment.
2. The supervisory staff, employees and non-employees engaged in business with the Lafayette Parish School Board are prohibited from conduct of a sexual nature which either explicitly or implicitly makes acceptance or rejection of a sexual invitation a condition of assigning of grades, awarding of honors, participation in activities, administering of discipline or similar actions or creates an intimidating, hostile or offensive school environment for students.
3. Students are prohibited from conduct of a sexual nature which either explicitly or implicitly makes acceptance or rejection of a sexual invitation a condition for receiving favorable treatment, to participation in school activities or any other school related matter; making sexual advances or requests for sexual favors which interferes with an individual's school performance or creates an intimidating, hostile or offensive school environment.

4. All complaints of sexual harassment shall be investigated thoroughly and promptly and any student who feels that she/he has been sexually harassed shall take her/his complaint to the party designated to conduct such investigations. A prompt, thorough investigation into the complaint shall be conducted with the confidentiality of the complaint being maintained.
5. This policy declaration and the following grievance procedure shall be disseminated throughout the system and posted in a conspicuous place in all schools in the system.
6. All administrators shall be trained by the party(ies) designated to handle student sexual harassment complaints, to know what constitutes sexual harassment and the importance of taking such complaints seriously.
7. All administrators shall notify students orally of the policy and the grievance procedure and written copies of the policy and grievance procedure shall be available at each school location.
8. Any employee found to have committed sexual harassment against a student shall be subject to disciplinary action, including but not limited to, suspension without pay.
9. Any student found to have committed sexual harassment shall be subject to disciplinary action under the rules and regulations for student discipline.

C. SEXUAL HARASSMENT GRIEVANCE PROCEDURES

1. All complaints of student sexual harassment by students against employees or non-employees engaged in business with the school system, shall be handled by an administrator designated by the Superintendent. All complaints of sexual harassment by students against students shall be handled by an administrator designated by the Superintendent. All students shall be notified as to the identity of the designated administrators and shall be advised if the designated administrators are changed.
2. Any student who has a complaint of sexual harassment against an employee or non-employee engaged in business with the school system shall submit in writing the nature of the complaint, including the specific act or acts which constitute the harassment complained, the person or persons who committed the harassment, witnesses to the act(s) complained of and the date(s) and time(s) of the alleged act(s) and forward the complaint to either the school principal or the assigned administrator as soon as possible following the alleged action.

3. Any student who has a complaint of sexual harassment against another student shall submit in writing the nature of the complaint, including the specific act or acts which constitute the harassment complained, the person or persons who the complainant alleges committed the harassment, witnesses to the act(s) complained of and the date(s) and time(s) of the alleged act or acts and forward the complaint to the school principal or the appropriate administrator as soon as possible following the alleged action.
4. The appropriate designated administrator shall meet with the witnesses and the persons accused of the acts of harassment and shall document the discussions with these individuals.
5. Upon completion of the investigation, the designated administrator shall submit a report to the Superintendent with a recommendation for whatever action he/she deems appropriate based upon the severity of the violation. The investigation and report shall be completed within ten (10) work days after the initial meeting with the complainant. If the investigator finds no evidence to substantiate the complaint, he/she shall state in writing his/her reasons for the finding.
6. The Superintendent shall handle recommendations for student discipline according to the Policies and Procedures for Student Discipline.
7. The designated administrator shall follow up after the above process is complete to ensure that the acts complained of have ceased.

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