

HARASSMENT

The School District of Amery is committed to creating and maintaining a school environment in which all students, employees and volunteers are treated with respect and are free from harassment.

A. Harassment Description:

Harassment, including bullying and/or sexual harassment, is verbal or physical conduct or abuse that has the purpose or effect of creating an intimidating, hostile or offensive working or learning environment, or interferes with the individual's work or learning performance. Harassment can include many different types of behavior. What makes behavior harassment in a particular case is (1) that the behavior is directed toward a pupil's membership in a protected class, e.g., sex, race, disability, and/or (2) the behavior is pervasive or severe so that it interferes with the pupil's performance or creates an intimidating, hostile, or offensive environment. Harassment may include, but is not limited to conduct relating to an individual's age, sex, race, color, national origin, ancestry, creed, religion, economic status, pregnancy, marital, familial or parental status, sexual orientation, genetic information, handicap or physical, mental, emotional or learning disability or other protected status.

B. Prohibitions:

Harassment by a student, employee or volunteer of the district is strictly forbidden.

- a. A student, employee or volunteer of the School District of Amery shall not harass another person at the school or at any other location when he/she is on school business or while he/she is attending a school-sponsored function.
- b. A student, employee or volunteer of the School District of Amery shall not harass another person through the use of the school district's communications equipment.
- c. A student, employee or volunteer of the School District of Amery shall not harass another person through cyber bullying, which may involve the use of information and communication technologies such as e-mail, cell phone and pager text messages, instant messaging, defamatory personal web sites or defamatory online personal polling web sites when he/she is on school business or while he/she is attending a school-sponsored function.

C. Complaints, Investigation and Resolution Procedures:

The district shall take action to protect all students, employees and volunteers from all types of harassment. Procedures to follow regarding complaints, reporting, investigations and resolutions are found in Administrative Rule 411.1. Students, employees, and volunteers are encouraged to report what they believe to be a harassment situation. Complaints, investigations and resolutions shall be handled as discreetly as possible, with information being shared only with those who have a need to know and as may be required by law. Appropriate disciplinary action shall follow if warranted. Retaliation shall not be tolerated against any person who complains, reports or testifies about a harassment complaint or is involved in the case.

All those involved with the School District of Amery have a responsibility to contribute to a respectful school environment. The district encourages, expects and appreciates cooperation in implementing this policy.

LEGAL REF.: Sections 111.32(13), 111.36, 118.13, 118.20 Wisconsin Statutes
 PI 9, Wisconsin Administrative Code
 Title VII of the Civil Rights Act of 1964
 Title IX of the Education Amendments of 1972
 Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA)

CROSS REF.: 411.1-Rule, Harassment Guidelines and Procedures
 865, Use of District Technology
 Master Contract between Amery Board of Education and NUE - Amery
 Collective Bargaining Agreement between Amery Board of Education and NUE for Associate Staff

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