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|  | **OKLAHOMA UNION**  **BOARD OF EDUCATION** | **Sexual Harassment of Students Policy** |
| Adoption Date: 08/11/05 | Revision Date(s): 09/11/23 | Page 1 of 2 |

**SEXUAL HARASSMENT OF STUDENTS**

The policy of this school district forbids discrimination against, or harassment of any student on the basis of sex. Policy G-04 applies to sexual harassment of employees. It is the express policy of the board of education to encourage student victims of sexual harassment to come forward with such claims.

1. **Sexual Harassment.** Sexual harassment is defined as conduct on the basis of sex that satisfies one or more of the following:

a. An employee of the school district conditioning the provision of an aid, benefit, or service of the school district on a student’s participation in unwelcome sexual conduct. This is referred to as quid pro quo sexual harassment;

b. Unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a student equal access to the school district’s educational program or activity; or

c. Sexual assault, dating violence, domestic violence or stalking as defined by federal law.

d. For the purpose of this policy, examples of sexual harassment include, but are not limited to:

I. Verbal comments of a sexual nature or physical sexual advances, including subtle pressure for sexual activity; touching, pinching, patting, or brushing against (unwanted body contact); comments regarding physical or personality characteristics of a sexual nature; sexual name-calling; repeated propositions; and sexually-oriented "kidding" "teasing," double meanings, and jokes.

II. Demeaning comments about a girl's ability to excel in a class historically considered a "boy's" subject, privately talking to a student about sexual matters, hugging or touching a student inappropriately may constitute sexual harassment.

III. Writing graffiti that names a student or otherwise identifies a student is potentially slanderous and constitutes sexual harassment. Graffiti of any kind will not be tolerated on school property. The superintendent is directed to cause any graffiti or unauthorized writings to be removed immediately. Use of e-mail, the internet, or technology may constitute sexual harassment as much as use of in-person, postal mail, handwritten or other communication.

IV. Any of the aforementioned conduct that effectively deprives a student of access to educational opportunities or benefits provided by the school.

2. **Specific Prohibitions**.

a. It is sexual harassment for an administrator, supervisor, support employee, or teacher to use his or her authority to solicit sexual favors or attention from students.

b. Administrators, supervisors, support personnel, or teachers who either engage in sexual harassment of students or tolerate such conduct by other employees shall be subject to sanctions, as described below.

c. The "off-duty" conduct of school personnel that has or will have a negative impact on the educational process of the school or constitutes an illegal or inappropriate relationship with a student may subject the employee to disciplinary action which could include termination of employment. Any romantic or sexual affiliation between school personnel and students, including students who have reached the age of majority (18), during school hours will have a negative impact on the educational process and shall constitute a violation of school policy. Such violations may result in suspension of the student and suspension or termination for the employee. Any sexual affiliation between teachers and students under the age of 20 constitutes a crime under Oklahoma law and will most likely result in the suspension of certification by the State of Oklahoma.

3. Any employee found to have engaged in sexual harassment of students shall be subject to sanctions, including, but not limited to warning, suspension, or termination subject to applicable procedural and due process requirements.

4. District administrators, teachers, and counselors shall be made aware of their obligation and timely act to receive student complaints of sexual harassment and forward them to the Title IX compliance officer.

5. **Notice of Policy**. Notice of this policy and grievance procedure, including how to file or report sexual harassment and how the district will respond shall be provided to applicants for admission and employment, students, parents or legal guardians, and unions or professional organizations holding agreements with the school district.

**REFERENCE: Title VII of the Civil Rights Act of 1964**

**42 U.S.C. §2000e-2 29 C.F.R. §1604.1, et seq.**

**U.S. Department of Education of Education, OCR, Title IX Regulations Addressing Sexual Harassment.**