

STUDENTS

Sexual Harassment

Sexual harassment of students is prohibited. Sexual harassment is defined as follows:

1. An employee's or District agent's unwelcome sexual advances, or requests for sexual favors, and other verbal, physical, written or electronically communicated conduct of a sexual or sex-based nature, imposed on the basis of sex, that denies or limits the provision of educational aid, benefits, services, or treatment; or that makes such conduct a condition of a student's academic status; and
2. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual or sex-based nature by anyone, including students, imposed on the basis of sex, that has the purpose or effect of:
 - a. Substantially interfering with a student's educational environment;
 - b. Creating an intimidating, hostile, or offensive educational environment;
 - c. Depriving a student of educational aid, benefits, services, or treatment; or
 - d. Making submission to or rejection of such conduct the basis for academic decisions affecting a student.

The terms *intimidating*, *hostile*, and *offensive* include conduct that has the effect of humiliation, embarrassment, or discomfort. Examples of sexual harassment include touching, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, and spreading rumors related to a person's alleged sexual activities. The term *sexual violence* includes a number of different acts. Examples of sexual violence include, but are not limited to, rape, sexual assault, sexual battery, sexual abuse, and sexual coercion.

Students who believe they are victims of sexual harassment or have witnessed sexual harassment are encouraged to discuss the matter with the student Nondiscrimination Coordinator, Building Principal, or a Complaint Manager. Students may choose to report to a person of the student's same sex.

An allegation that one student was sexually harassed by another student shall be referred to the Building Principal for appropriate action.

The Superintendent shall insert into this policy the names, addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers.

STUDENTS

Nondiscrimination Coordinator:

Name: Tom Beerheide
Address: 525 Sunset Ridge Rd., Northfield, Illinois 60093
Telephone No.: 847-881-9457

Building Principals:

Name: Dr. Mary Frances Greene
Address: 405 Wagner Rd., Northfield, Illinois 60093
Telephone No.: 847-881-9505

Name: Dr. Ivy Sukenik
Address: 525 Sunset Ridge Rd., Northfield, Illinois 60093
Telephone No.: 847-881-9472

Complaint Manager:

Name: Emily Dunham
Address: 525 Sunset Ridge Rd., Northfield, Illinois 60093
Telephone No.: 847-881-9518

The Superintendent shall also use reasonable measures to inform staff members and students that the District will not tolerate sexual harassment.

Administrative Procedures

Distribution of the District's Policy

1. A copy of the Student Sexual Harassment Policy and accompanying procedures shall be distributed annually in the Student-Parent Handbook and the Staff Handbook; and
2. Copies of the Student Sexual Harassment Policy may be distributed in other ways as deemed appropriate by the District's administration.

The District's Educational Program

1. The Health Education Program for grades Kindergarten through 8 shall include age appropriate instruction which leads to the students' understanding of sexual abuse and harassment; and
2. Counselors and health teachers shall obtain and disseminate age-appropriate informational materials concerning sexual abuse and harassment.

STUDENTS

The Student Complaint Process

1. The Nondiscrimination Coordinator, Complaint Manager, or Principal should follow the Uniform Grievance Procedures;
2. The student's parent(s)/guardian(s) will be notified that they may attend any investigatory meetings in which their child is involved. The parent(s)/guardian(s) will be kept informed of the investigation's progress; and
3. The student's oral or written statements will be kept confidential, except that the Superintendent will be kept informed of the investigation's progress. District personnel shall, however, comply with the child abuse reporting laws.

Any District employee who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action up to and including discharge. Any District student who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action, including but not limited to, suspension and expulsion consistent with the behavior policy. Any person making a knowingly false accusation regarding prohibited conduct will likewise be subject to disciplinary action up to and including discharge, with regard to employees, or suspension and expulsion, with regard to students.

The Superintendent and Building Principal shall use reasonable measures to inform staff members and students of this policy and grievance procedure.

LEG. REF. : 20 U.S.C. §1681 et seq., Title IX of the Educational Amendments of 1972.
34 C.F.R. Part 106.

105 ILCS 5/10-20.12, 10-22.5, 5/27-1, and 5/27-23.7.

775 ILCS 5/1-101 et seq., Illinois Human Rights Act.

23 Ill.Admin.Code §1.240 and Part 200.

Davis v. Monroe County Bd. of Educ., 526 U.S. 629 (1999).

Franklin v. Gwinnett Co. Public Schs., 503 U.S. 60 (1992).

Gebser v. Lago Vista Independent Sch. Dist., 524 U.S. 274 (1998).

West v. Derby Unified Sch. Dist. No. 260, 206 F.3d 1358 (10th Cir. 2000).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:20 (Workplace Harassment Prohibited), 7:10 (Equal Educational Opportunities), 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:240 (Conduct Code for Participants in Extracurricular Activities)

Approved: March 2018