



RIVER VALLEY SCHOOL DISTRICT

660 West Daley Street

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Spring Green, Wisconsin 53588

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Phone: 608-588-2551

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Harassment

The River Valley School District seeks to provide a learning environment free of any form of harassment or intimidation toward and between students and employees. Therefore, the District will not tolerate harassment in any form and will take all necessary and appropriate action to eliminate it, including, but not limited to, discipline, such as suspension, expulsion and/or contract termination of the offenders. Furthermore, if needed, the District may pursue court action to prevent an individual from being on school property or in the presence of those people being harassed.

Harassment refers to physical or verbal conduct that interferes with a person's work or school performance or that creates an intimidating, hostile, or offensive school or work environment. It may consist of a single act or course of conduct. Examples of conduct prohibited under this policy include, but are not limited to, the following:

1. Physical or mental abuse.
2. Verbal comments or other expressions which insult, degrade, or stereotype any person or group because of sex, race, religion, national origin, color, disability, sexual orientation, class, creed, marital status, pregnancy, or other protected status.
3. Sexual harassment (see Policy #524.3).
4. Knowingly filing a false harassment report against another person.

It is the responsibility of students, staff, and others to help enforce this policy so that these prohibited activities do not occur in District schools. The principals are responsible for disciplining the offenders. The Board believes that when it comes to discipline, each individual situation needs to be addressed according to the severity of the incident, along with all of the relevant facts and circumstances.

Any student or staff member who believes that he/she has been the subject of harassment or any parents/guardians who believe their child has been subjected to harassment shall report the matter in accordance with established procedures (see Policy #724 Rule). There shall be no retaliation against students or staff who file reports under this policy. All reports shall be investigated in a timely manner.

Legal Ref: Wis. Stat. 111.32 (13) and 118.13
PI 9 Wis. Adm. Code
Title IX of the Education Amendments of 1972

Cross Reference: Student Handbook
Staff Handbook
Policy #524.3 - Sexual Harassment
Policy #443 - Code of Classroom Conduct

Policy #724-Rule - Procedure for Filing Harassment Complaint
Policy #724-Exhibit - Harassment Report Form

APPROVED: November 11, 1999
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