



RIVER VALLEY SCHOOL DISTRICT

660 West Daley Street

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Spring Green, Wisconsin 53588

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Phone: 608-588-2551

411.2

Student Anti-Harassment

The River Valley School District is committed to maintaining an educational environment free from harassment. The District strictly prohibits harassment in its educational programs and activities, and it will take necessary and appropriate action in response to reports of harassment. In cases where allegations of harassment are substantiated, the District will take immediate steps to stop the harassment, remedy its effects, and prevent it from recurring. Individuals who engage in harassment in violation of this Policy are subject to discipline, up to and including suspension or expulsion from school and termination from employment.

“Harassment” means behavior towards a student based, in whole or in part, on the student’s sex, race, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability which substantially interferes with a pupil’s school performance or creates an intimidating, hostile or offensive school environment.

Harassment may be physical, verbal, or written. Harassment of a student may be committed by another student, an employee, or third party (e.g., a parent, visitor, or vendor). Examples of conduct that may constitute harassment under this Policy include, but are not limited to, the following:

1. Racial slurs;
2. Statements promoting violence toward a racial, ethnic, or religious group;
3. Sexual harassment, including unwelcome conduct such as:
 - a. Sexually motivated or inappropriate physical contact/touch;
 - b. Sexually explicit or suggestive comments, gestures, photos, or jokes;
 - c. Requests or pressure to engage in sexual activity;
 - d. Statements or questions about a person’s sexual orientation or sexual history; or
4. Mocking or imitating an individual’s disability.

Sexual relationships between staff and students are not permissible in any form or circumstances, regardless of whether the student has reached age 18, and regardless of whether it occurs outside of school.

The following people have been designated to serve as the District’s Compliance Officers (“COs”), who are responsible for responding to inquiries about the District’s student anti-harassment policies and procedures, and for receiving and processing harassment complaints filed under this Policy:

Assistant Superintendent/Director of Finance and Operations
660 W. Daley Street
Spring Green, WI 53588
608-588-2551

Pupil Services Director
660 W. Daley Street
Spring Green, WI 53588
608-588-2556

Retaliation against an individual for reporting harassment, filing a complaint, or participating in a complaint investigation is strictly prohibited and is subject to the same disciplinary action as harassment.

Employees are required to promptly report incidents of student harassment that they witness or that are reported to them to their supervisor, other administrator, or the COs. Administrators shall promptly report incidents of harassment that they witness or that are reported to them to the COs. Any question regarding whether conduct potentially constitutes harassment and should be reported as such shall be promptly referred to one or both COs.

If a parent or student believes the student has been harassed in violation of this Policy, they are encouraged to report it to the building principal or the COs. They may also file a formal harassment complaint with the COs in accordance with 411.2-Rule – Student Discrimination and Harassment Complaint Procedures.

Legal Ref: Wis. Stat. 118.13
Wis. Admin. Code PI 9.02(9)

Cross Reference: Student Handbook
Employee Handbook
Policy 443 Rule 1 - Code of Classroom Conduct
Policy 411.1 Bullying
Policy 411 Rule/411.2 Rule – Student Discrimination and Harassment Complaint Procedures
Policy 411.5/511.3 Nondiscrimination on the Basis of Sex (Title IX) in Education Programs or Activities and Related Grievance Process
Policy 411.3 Title IX: Sexual Harassment Policy for Students and Other Applicable Individuals
Policy 511.2 Title IX: Sexual Harassment Policy for Employees

APPROVED: November 11, 1999
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