



RIVER VALLEY SCHOOL DISTRICT

660 West Daley Street

≈

Spring Green, Wisconsin 53588

≈

Phone: 608-588-2551

411.2

Student **Anti**-Harassment

~~The River Valley School District seeks to provide a learning environment free from any form of harassment. Harassment refers to physical, verbal or visual conduct that interferes with a student's schoolwork, ability to attend class or participate in extracurricular activities, or creates an intimidating, hostile, or offensive school environment. It may consist of a single act or course of conduct, or be repeated over time.~~

~~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 (i.e. suspension, expulsion) and/or referral to law enforcement agencies. 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.~~

~~Examples of conduct prohibited under this policy include, but are not limited to, the following:~~

~~Harassment:~~

- ~~1. Physical or emotional abuse.~~
- ~~2. Verbal comments or other expressions which insult, degrade, or stereotype any person or group. The River Valley School District does not discriminate on the basis of gender, religion, ancestry, sexual orientation, class, creed, marital or parental status, pregnancy, race, color, national origin, sex, disability, or age or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following people have been designated to handle inquiries regarding non-discrimination policies: Business Manager, 660 W. Daley, Street, Spring Green, WI 53588, 608-588-2551, and Pupil Services Director, 660 Varsity Blvd., Spring Green, WI 53588, 608-588-2554.~~

Complaints alleging sexual harassment occurring before August 1, 2024, are governed by policies 411.3 and 511.2. Complaints alleging discrimination on the basis of sex (including sex-based harassment) occurring after August 1, 2024, are governed by policy 411.5/511.3.
- ~~3. Knowingly filing a false harassment report against another person.~~
- ~~4. Unwelcome or unwanted sexual advances. This means patting, pinching, brushing up against, hugging, cornering, kissing, fondling, or any other similar physical contact which is considered unacceptable by another or other individual(s).~~

- ~~5. Requests or demands for sexual favors. This includes subtle or blatant expectations, pressures, or requests for any type of sexual favor accompanied by an implied or stated promise of preferential treatment or negative consequence concerning one's employment or educational status.~~
- ~~6. Verbal abuse or joking that is sexually oriented and considered unacceptable by another individual. This includes commenting about an individual's body or appearance where such comments go beyond mere courtesy; telling "dirty" jokes, that are clearly unwanted and considered offensive by others; or any other tasteless, sexually oriented comments, innuendoes, gestures or actions that offend others.~~
- ~~7. Engaging in any type of sexually oriented conduct that would interfere with educational performance.~~
- ~~8. Creating a learning environment that is intimidating, hostile, or offensive because of unwelcome or unwanted sexually oriented conversation, suggestions, requests, demands, physical contacts, or attentions. Also, the existence or display of sexually suggestive or graphic materials including, but not limited to, photographs, magazines and posters.~~

~~Students who have been harassed or sexually harassed shall promptly report such incidents to any staff member, building principal, or District Administrator. All reports shall be documented on the appropriate form. Forms are available in each building and on the district website.~~

~~Any parents/guardians who believe their child has been subjected to harassment shall report the matter in accordance with established procedures. There shall be no retaliation against students or staff who file reports under this policy. All reports shall be investigated in a timely manner.~~

~~Students may appeal decisions regarding the complaint through appropriate administrative channels. Appeals beyond the District may be made in accordance with state and federal laws. Students have the right appeal a negative determination by the School Board to the State Superintendent of Public Instruction within 30 days of the decision. A complaint or appeal may also be made on some of the above basis (Title IX, Title VI, Section 504, Americans with Disabilities Act) to the U.S. Office for Civil Rights.~~

~~The identities of the parties involved shall be kept confidential to the extent possible. No District employee, school board member, or student shall attempt to restrain, interfere with, coerce, discriminate or take reprisal action against the complainant or their witness during or after the presentation, processing, and resolution of a complaint.~~

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 inquires about the District's student anti-harassment policies and procedures, and for receiving and processing harassment complaints filed under this Policy:

Business Manager
660 W. Daley, Street
Spring Green, WI 53588
608-588-2551

Pupil Services Director
660 Varsity Blvd.
Spring Green, WI 53588
608-588-2554

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. ~~111.32 (13)~~ and 118.13
~~Title IX of the Education Amendments of 1972~~
~~Americans with Disabilities Act~~
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/Harassment
Policy #~~411.1411~~ **Rule/411.2 Rule – Student Discrimination and Procedure for Filing**
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
REVISED: December 14, 2006
APPROVED: January 11, 2007
REVISED: September 11, 2014
APPROVED: October 9, 2014
REVISED: July 11, 2019
APPROVED: August 8, 2019
REVISED: March 10, 2022
APPROVED: April 14, 2022
REVISED: August 10, 2023
APPROVED: September 14, 2023
APPROVED: July 11, 2024