



RIVER VALLEY SCHOOL DISTRICT

660 West Daley Street

≈

Spring Green, Wisconsin 53588

≈

Phone: 608-588-2551

411.2

Student Harassment/Sexual Harassment

The River Valley School District seeks to provide a learning environment free from any form of harassment/sexual harassment. Harassment/sexual 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/sexual 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: Brian Krey, Business Manager, 660 W. Daley, Street, Spring Green, WI 53588, 608-588-2551, bkrey@rvschools.org and Lisa Kjos, Pupil Services Director, 660 Varsity Blvd., Spring Green, WI 53588, 608-588-2554, lkjos@rvschools.org.
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.

Legal Ref: Wis. Stat. 111.32 (13) and 118.13
Title IX of the Education Amendments of 1972
Americans with Disabilities Act

Cross Reference: Student Handbook
Employee Handbook
Policy #443 - Code of Classroom Conduct
Policy #411.1/411.2 Rule – Procedure for Filing Harassment/Sexual Harassment Complaint

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