

STUDENT

Sexual Harassment

GENERAL STATEMENT OF POLICY:

Sexual harassment is a form of sex discrimination. Sexual harassment consists of unwelcome sexual advances, sexually motivated physical conduct or other verbal or physical conduct or communication. Sexual violence is a physical act of aggression that includes a sexual act or sexual purpose.

Mary of Lourdes Schools will maintain a learning and working environment that is free from sexual harassment and sexual violence.

- It shall be a violation of this policy for any student or employee to harass a student or employee through conduct or communication of a sexual nature.
- It shall be a violation of this policy for any student or employee to be sexually violent to a student or employee.

Mary of Lourdes Schools will investigate all complaints, either formal or informal, verbal or written, of sexual harassment or sexual violence and to discipline any student or employee who sexually harasses or is sexually violent to a student or employee of Mary of Lourdes School.

PROCEDURE

Any person who believes he or she has been the victim of sexual harassment or sexual violence by a student employee of Mary of Lourdes School should report the alleged acts immediately to the building Principal or the Pastor of St. Mary's or Our Lady of Lourdes Parishes.

Mary of Lourdes School is not mandated to report student to student harassment to child protection authorities unless the harasser is a caretaker. A timely and proper investigation of student to student sexual harassment complaints is essential. A detailed investigation report documenting interviews, conclusions and recommendations should be placed in Mary of Lourdes Elementary or Middle School harassment files.

Complainants, alleged harasser and parents will be advised of the outcome of the investigation in writing. The harasser will be warned in writing that he/she must not retaliate the victim. The complainant will be invited to report reoccurrences or retaliation and the situation will be monitored.

Adopted: November, 1993

Mary of Lourdes School Board