

No Harassment Policy

We do not and will not tolerate unlawful harassment of our employees or students. Harassment includes, but is not limited to, slurs, jokes, epithets, threats, other offensive remarks, and other verbal, graphic, menacing, or physical conduct relating to an individual's age, race, color, sex, national origin, citizenship status, pregnancy, disability, genetic information, or any other protected status in accordance with the requirements of all applicable federal, state, and local laws.

Prohibited harassment can occur through any type of communications method, including face-to-face communications, phone, text, email, postings on social media (Facebook, Instagram, Snapchat GroupMe, etc.), camera phones, or other forms of technology.

Sexual harassment includes, without limitation:

- Unwanted sexual advances;
- Visual conduct, such as leering, making sexual gestures, and displaying or posting sexually suggestive objects or pictures; cartoons or posters;
- Verbal sexual advances, propositions, requests, or comments;
- Sending or posting sexually-related messages, videos, or messages via text, instant messaging, or social media;
- Verbal abuse of a sexual nature, graphic verbal comments about an individual's body, sexually degrading words used to describe an individual, and suggestive or obscene letters, notes, or invitations;
- Physical conduct, such as touching, pinching, grabbing, groping, assault, or blocking movement;
- Physical or verbal abuse concerning an individual's gender; and
- Verbal abuse concerning a person's characteristics such as pitch of voice, facial hair, or the size or shape of a person's body, including remarks that a male is too feminine or a female is too masculine.

If you believe that a student is being harassed in any way by an employee, parent, student, or by an employee of a vendor, you should notify a school administrator immediately. Any such matter will be thoroughly investigated, and, where appropriate, disciplinary action will be taken.

Revision #1

Created 24 August 2026 15:35:22 by Admin

Updated 24 August 2026 15:36:17 by Admin