

ANTI-HARASSMENT POLICY AND PROCEDURES at _____ SCHOOL and DISTRICT POLICY 102

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WHAT IS HARASSMENT?

- **THREATENING** or
- **HARASSING** or
- **INTIMIDATING** or
- **PHYSICALLY ASSAULTING** or
- **USING DEROGATORY LANGUAGE** or
- **TEASING OR TAUNTING** another student

BECAUSE OF his or her race, color, ethnicity, national origin, religion, gender, gender identity, sexual orientation, or disability.

HARASSMENT IS PROHIBITED

The School District prohibits all forms of unlawful harassment of students and third parties, by all district students and staff members, in the schools.

HARASSMENT IS PROHIBITED

Students are prohibited from harassing other students on school grounds, school buses, when going back and forth from school and at all school sponsored activities, programs and events.

EXAMPLES OF HARASSMENT

- **Threatening ,harassing, intimidating or physically assaulting another student**
- **Using derogatory language**
- **Teasing or taunting another student**
because of his or her race, color, ethnicity, national origin, religion, gender, gender identity, sexual orientation, or disability.

EXAMPLES OF HARASSMENT (cont)

- **Graffiti** containing offensive language which is derogatory to others
- **Derogatory jokes or name-calling or slurs** directed at others
- **Written or graphic material containing comments or stereotypes** which are either posted, circulated or are written or printed on clothing
- **Which is derogatory to others because of their race, color, national origin, religion, gender, gender identity, sexual orientation or disability.**

EXAMPLES OF HARASSMENT (cont)

Intentional bumping, shoving, pushing and fighting can be harassment if it is done because of another's student's race, color, national origin, religion, gender, gender identity, sexual orientation, or disability.

EXAMPLES OF HARASSMENT (cont)

A student is being harassed by another student, or by several other students, **if the intent is to harass, alarm, or annoy him or her** because of race, color, national origin, religion, gender, gender identity, sexual orientation, or disability.

REPORTING INCIDENTS OF HARASSMENT

- Students or parents/guardians of students who have been harassed or who witness harassment **should immediately report such incidents to the school principal or _____, or to any other member of the school staff**, including teachers, guidance counselors, coaches and administrators.
- A school employee who **witnesses, suspects or is notified that a student has been harassed** shall **immediately report the incident** to the building principal or _____.

REPORTING INCIDENTS OF HARASSMENT (cont)

- Students who believe that they have been the victim of discriminatory behavior by another student, and all students with knowledge of such behavior, are encouraged to **report it immediately to school staff.**
- Complaints of harassment can be submitted in **writing or orally to _____, or to any other staff.**
- Complaints should be reported **as soon as possible** after the incident(s) in order to be effectively investigated and resolved.

REPORTING INCIDENTS OF HARASSMENT (cont)

- In addition to _____, students may also report incidents **to any staff member** including, but not limited to, teachers, guidance counselors, coaches, and administrators.

REPORTING INCIDENTS OF HARASSMENT (cont)

- If a staff member **witnesses, suspects or is notified that a student has been harassed**, that staff member shall **immediately report the incident** to the building principal or _____.

REPORTING INCIDENTS OF HARASSMENT (cont)

- Staff shall use available interpretation services at _____ to assist students who are unable to communicate in English to **communicate their complaints in a language the student understands.**
- Students may also submit **written** complaints in any language.

STAFF RESPONSIBILITY

Staff must take appropriate action to intervene to stop such behavior unless circumstances make such intervention dangerous.

INVESTIGATION

- _____ will investigate every reported incident of reported harassment promptly.
- If you are a victim, you will be asked to state what happened to you.
- If you need an interpreter one will be provided.

INVESTIGATION (cont)

Staff may be asked to assist in the investigation by providing witness statements.

INVESTIGATION (cont)

The incident will be fully investigated even if you cannot identify the harasser.

RESPONSE

- Students who bully or harass other students will be subject to discipline pursuant to the Code of Student Conduct.
- Victims will be offered guidance counseling services.
- If requested, victims and their parents will meet with the Principal or his designee.
- Peer mediation services may be appropriate.

RETALIATION is prohibited

Retaliation is adverse action against either a student or staff member because they reported or participated in an investigation of an alleged incident of discrimination or harassment on the basis of race, color, or national origin. **Retaliation against a student, teacher or school employee is prohibited and will be subject to appropriate discipline.**

Questions?

DO YOU KNOW THE ANSWER?

**WHAT ARE SOME EXAMPLES OF
HARASSMENT?**

ANSWER:

- Threatening ,harassing, intimidating or physically assaulting another student
- Using racial slurs
- Teasing or taunting
- Intentionally pushing, shoving or bumping because of a student's race, color, ethnicity, national origin, religion, gender, gender identity, sexual orientation, or disability.

DO YOU KNOW THE ANSWER?

**ARE STUDENTS PERMITTED TO
HARASS OTHER STUDENTS
ON THE WAY TO SCHOOL?**

ANSWER:

NO!

Students are prohibited from harassing other students on school grounds, school buses, when going back and forth from school and at all school sponsored activities, programs and events.

DO YOU KNOW THE ANSWER?

**IF YOU FEEL YOU HAVE BEEN
THE VICTIM OF HARASSMENT,
WHAT SHOULD YOU DO?**

ANSWER:

YOU SHOULD **REPORT** ANY
INCIDENT OF HARASSMENT
TO

OR
TO ANY OTHER MEMBER OF
THE SCHOOL STAFF!!

DO YOU KNOW THE ANSWER?

IF I CAN'T FIND _____ OR
PRINCIPAL _____, WHO
SHOULD I TELL ABOUT AN INCIDENT
OF HARASSMENT?

ANSWER:

YOU CAN REPORT AN INCIDENT OF HARASSMENT TO ANY MEMBER OF THE SCHOOL STAFF

- A TEACHER
- A COACH
- A COUNSELOR
- SCHOOL POLICE

DO YOU KNOW THE ANSWER?

IF I CANNOT IDENTIFY THE
PERSON WHO HARASSED ME,
SHOULD I STILL REPORT IT TO
A STAFF MEMBER?

ANSWER:

YES !!

**ALL INCIDENTS OF HARASSMENT
MUST BE REPORTED
AND THEY WILL BE
INVESTIGATED!**

SCHOOL DISTRICT POLICY 102

School District Policy 102 is entitled:

MULTIRACIAL- MULTICULTURAL-GENDER EDUCATION

POLICY 102

The policy of the School District is to foster knowledge about and respect for those of all races, ethnic groups, social classes, homelessness, genders, religions, disabilities, sexual orientations (perceived or known) and gender identities (perceived or known).

POLICY 102

RESPECT and
UNDERSTANDING for all
members of the school
community, no matter what
their background.

POLICY 102

MAKING A COMPLAINT:

IF YOU FEEL THAT YOU HAVE BEEN HARASSED OR DISCRIMINATED AGAINST IN VIOLATION OF THIS POLICY, YOU SHOULD REPORT IT TO PRINCIPAL _____ OR TO _____.

POLICY 102

MAKING A COMPLAINT:

IF PRINCIPAL _____ OR
_____ IS NOT AVAILABLE,
YOU CAN MAKE THE COMPLAINT TO
ANY MEMBER OF THE SCHOOL STAFF.

POLICY 102

Any complaint made under Policy 102 will be investigated and appropriate action will be taken, including discipline pursuant to the Code of Student Conduct.