

STATE COLLEGE AREA SCHOOL DISTRICT

SECTION: PUPILS

TITLE: SEXUAL HARASSMENT

ADOPTED: December 2, 2002

REVISED:

<ol style="list-style-type: none"> 1. Authority Title VII 42 U.S.C. Sec. 2000e et seq Title IX 42 U.S.C. Sec. 1681 43 P.S. Sec. 951 et seq 29 CFR Sec. 1606.8(a) 2. Definition 29 CFR Sec. 1606.8(a) 62 Fed. Reg. 12033 (March 13, 1997) 66 Fed. Reg. 5512 (Jan. 19, 2001) 29 CFR Sec. 1604.11(a) 3. Guidelines 	<p style="text-align: center;">248. SEXUAL HARASSMENT</p> <p>It is the policy of the State College Area School District that all students should enjoy an educational climate free from all forms of discrimination; including sexual harassment. No student should be subjected to unsolicited and unwelcome sexual overtures or conduct, either verbal or physical.</p> <p>The State College Area School District will not tolerate any behavior by administrators, faculty, staff, or students which constitutes sexual harassment of a student. In addition, it is the responsibility of all administrators and supervisory personnel, faculty, staff, and students to report any conduct that is perceived to be sexual harassment. This policy is in compliance with provisions of Title IX of the Civil Rights Act of 1964 prohibiting sex discrimination.</p> <p>Unwelcome sexual advances, unwelcome sexual requests, and unwelcome conduct of a sexual nature constitute sexual harassment when:</p> <ol style="list-style-type: none"> 1. Submission to such is made, either explicitly or implicitly, a term or condition of the student's status in a course, program, or activity. 2. Submission to or rejection of such conduct is used as a basis for academic or other decisions affecting the student. 3. Such conduct has the purpose or effect of unreasonably interfering with a student's educational experiences or performance or creating an intimidating, hostile, or offensive academic environment. <p>The district will act positively to provide information to students about the policy against sexual harassment, the procedures for registering a complaint, and rights specified in the Pennsylvania Human Relations Commission guidelines and the Office for Civil Rights.</p> <p>The district will take steps to thoroughly investigate allegations of sexual harassment and to effectively remedy them when probable cause is established.</p>
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<p>Pol. 317, 417, 517</p>	<p>The district will enforce appropriate disciplinary action against any person who sexually harasses a student. Such disciplinary action might include, but is not limited to, warning, suspension, or job termination of the offending person.</p>
<p>Pol. 218, 233</p>	<p>Disciplinary action against a student who sexually harasses another student might include, but is not limited to, warning, detention, or suspension.</p>
<p>4. Delegation of Responsibility</p>	<p>The Superintendent shall develop procedures for outlining the means by which incidents of sexual harassment shall be reported, investigated, and resolved according to this policy.</p>