

**Harassment of Students Prohibited**

No person, including a School District employee or agent, or student, shall harass, intimidate, or bully a student on the basis of actual or perceived: race; color; national origin; military status; unfavorable discharge status from military service; sex; sexual orientation; gender identity; gender-related identity or expression; ancestry; age; religion; physical or mental disability; order of protection status; status of being homeless; actual or potential marital or parental status, including pregnancy; association with a person or group with one or more of the aforementioned actual or perceived characteristics; or any other distinguishing characteristic. The District will not tolerate harassing, intimidating conduct, or bullying whether verbal, physical, sexual, visual, or cyber, that affects tangible benefits of education, that unreasonably interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment. Examples of prohibited conduct include, but are not limited to name-calling, using derogatory slurs, stalking, sexual violence, causing psychological harm, threatening or causing physical harm, threatened or actual destruction of property, or wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above.

**Sexual Harassment Prohibited**

The District shall provide an educational environment free of verbal, physical, or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and federal law. See policies 2:265, *Title IX Sexual Harassment Grievance Procedure*, and 2:260, *Uniform Grievance Procedure*.

**Making a Complaint, Investigation, and Enforcement**

Students are encouraged to report claims or incidents of harassing conduct based on prohibited classification or other civil right, including sexual harassment, to the Nondiscrimination Coordinator, Building Principal, Complaint Manager, or any other District employee with whom the student is comfortable speaking. Students may choose to report to a person of the student's same sex. Reports under this policy will be considered a report under Board policy 2:260, *Uniform Grievance Procedure*, and/or Board policy 2:265, *Title IX Sexual Harassment Grievance Procedure*. The Nondiscrimination Coordinator and/or Complaint Manager shall process and review the report according to the appropriate grievance procedure. The Superintendent shall insert into this policy the names, office addresses, email addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers. The Nondiscrimination Coordinator also serves as the District's Title IX Coordinator.

**Nondiscrimination/Title IX Coordinator:**

|           |   |
|-----------|---|
| Name      | Scott Vance                               |
| Address   | 100 East Knox Street, Morrison, IL. 61270 |
| Telephone | 815-772-2064                              |
| Email     | scott.vance@morrisonschools.org           |

## Complaint Managers:

|           |   |
|-----------|---|
| Name      | Scott Vance                               |
| Address   | 100 East Knox Street, Morrison, IL. 61270 |
| Telephone | 815-772-2064                              |
| Email     | scott.vance@morrisonsschools.org          |

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|-----------|---|
| Name      | Connie Royer                              |
| Address   | 100 East Knox Street, Morrison, IL. 61270 |
| Telephone | 815-772-2064                              |
| Email     | connie.royer@morrisonsschools.org         |

The Superintendent and Building Principal shall use reasonable measures to inform staff members and students of this policy by including:

1. For students, age-appropriate information about the contents of this policy in the District's student handbook(s), on the District's website, and, if applicable, in any other areas where policies, rules, and standards of conduct are otherwise posted in each school.
2. For staff members, this policy is in the appropriate employee handbook(s), if applicable, and/or in any other areas where policies, rules, and standards of conduct are otherwise made available to staff.

### Investigation Process

Any District employee who receives a report or complaint of harassment must promptly forward the report or complaint to the Nondiscrimination Coordinator or a Complaint Manager. Any employee who fails to promptly comply may be disciplined, up to and including discharge.

Reports and complaints of harassment will be confidential to the greatest extent practicable, subject to the District's duty to investigate and maintain an educational environment that is productive, respectful, and free of unlawful discrimination, including harassment.

For any report or complaint alleging sexual harassment that, if true, would implicate Title IX of the Education Amendments of 1972 (20 U.S.C. §1681 et seq.), the Nondiscrimination Coordinator or designee shall consider whether action under policy 2:265, *Title IX Sexual Harassment Grievance Procedure*, should be initiated.

For any other alleged student harassment that does not require action under policy 2:265, *Title IX Sexual Harassment Grievance Procedure*, the Nondiscrimination Coordinator or a Complaint Manager or designee shall consider whether an investigation under policies 2:260, *Uniform Grievance Procedure*, and/or 7:190, *Student Behavior*, should be initiated, regardless of whether a written report or complaint is filed.

### Enforcement

Any District Employee who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action up to and including discharge. Any third party who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to

disciplinary action, including but not limited to , suspension and expulsion consistent with the District's students discipline policy (Board Policy 7:190, *Student Behavior*). Any person making a knowingly false accusation regarding discriminatory conduct will likewise be subject to disciplinary action up to and including discharge with regard to employees, or suspension and expulsion with regard to students.

### Retaliation Prohibited

Retaliation against any person who reports conduct prohibited by this policy or who participates in an investigation of the reported conduct is prohibited. A District employee who is determined to have retaliated against an individual will be subject to disciplinary action up to and including discharge. A student who is determined to have retaliated against an individual will be subject to disciplinary action consistent with the District's student discipline policy (Board Policy 7:190, *Student Behavior*).

When it is found that conduct violation of this policy occurred, the Superintendent or designee shall use interventions, as appropriate, to address and remedy any resulting harm and prevent recurrence. The interventions available to students may include, but are not limited to, school social work/counseling services, restorative measures, social-emotional skill building, academic support, and community-based support

The Superintendent and Building Principal shall use reasonable measures to inform staff members and students of this policy and grievance procedure, such as including it in the appropriate handbooks.

LEGAL REF:           20 U.S.C. § 11431 et seq., Title IX of the Education Amendments  
Implemented by 34 C.F.R. Part 106.  
105 ILCS 5/3.25b, 3.25d(b), 10-20.12, 10-22.5, and 27-1.  
775 ILCS 5/1-101 et seq., Illinois Human Rights Act.  
23 Ill. Admin. Code § 1.240 and Part 200.  
Davis v. Monroe County Board of Education, 119 S.Ct. 1661 (1999).  
Franklin v. Gwinnet Co. Public Schools, 112 S.Ct. 1028 (1992).  
Gebser v. Lago Vista Independent School District, 118 S.Ct. 1989 (1998).  
West v. Derby Unified School District No. 260, 206 F. 3d 1358 (10th Cir. 2000).

CROSS REF:           2:260 (Uniform Grievance Procedure), 5:20 (Workplace Harassment Prohibited), 6:120 (Education of Children with Disabilities), 7:10 (Equal Educational Opportunities), 7:180 (Prevention of and Response to Bullying), 7:185 (Teen Dating Violence Prohibited), 7:190 (Student Behavior), 7:240 (Conduct Code for Participants in Extracurricular Activities)

ADOPTED:           March 2018

UPDATED:           February 2023