

	<b>ABERDEEN SCHOOL DISTRICT</b>	<b>NEPN Code: JIAA</b>
	<b>POLICIES AND REGULATIONS</b>	

## **STUDENT HARASSMENT/SEXUAL HARASSMENT**

The Aberdeen School District is committed to providing a learning and working environment where all individuals are treated with dignity and respect. Each student has the right to learn in an environment free of unlawful harassment based on an individual's race, color, creed, religion, ancestry, gender, national origin, disability, age, or other basis prohibited by law.

It shall be a violation of this policy for any student or any school personnel of the District to harass a student, through conduct or communication of a sexual nature, or communication disparaging a person's race, color, creed, religion, ancestry, gender, national origin, disability, age, or other basis prohibited by law as defined in regulation JIAA-R. For the purpose of this policy, school personnel includes School Board members, all school employees and agents, volunteers, contractors, or persons subject to the supervision and control of the District. This policy applies on all District property and to all District sponsored, approved, or related activities at any location.

Any person may report harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute discrimination or harassment), in person, by mail, by phone, or by electronic mail, using the contact information listed on the school website for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the persons verbal or written report.

The District will investigate all complaints of harassment and will discipline or take appropriate action against any student or other school personnel who is found to have violated this policy.

At the beginning of every school year, building principals shall inform students of this policy and its regulation in a manner deemed appropriate.

### **LEGAL REFERENCES:**

Title VII of the Civil Rights Act of 1964  
Title IX of the Education Amendments of 1972  
Title II of the Americans with Disabilities Act of 1990  
Section 504 of the Rehabilitation Act of 1973  
Age Discrimination in Employment and Reemployment Rights Act  
Uniform Services Employment and Reemployment Rights Act  
Genetic Information Non-discrimination Act of 2008  
CFR Title 34 Part 106: Nondiscrimination on the basis of sex  
USC Title 20 §1092(f)(6)(A)(v): Definition of sexual assault  
USC Title 20 §1681-1688: Nondiscrimination on the Basis of Sex in Education Programs and Activities  
USC Title 34 §12291(a) (10): Definition of dating violence  
USC Title 34 §12291(a) (30): Definition of stalking

### **DISTRICT POLICY REFERENCES:**

AC Equal Opportunity/Nondiscrimination  
AC-R Equal Opportunity/Nondiscrimination Regulations  
ACAB prohibition Against Aiding or Abetting Sexual Abuse  
ACE Section 504 Compliance Plan  
GBEB Code of Conduct

**ADOPTED:** November 26, 2018

**REVISED:** August 22, 2022