

How to Respond to Harassment:

Who should report incidents of harassment?

Anybody who sees harassment occur should report it; the individual need not be the victim of the harassment.

To whom should a victim or other individual report the harassment?

The harassment should be reported to a responsible employee, such as a teacher, administrator, counselor, athletic coach, security officer or other school employee. Additionally, the harassment can be reported to the Superintendent, Dr. Jeffrey Crook, or Title IX Coordinator, Terrie Saville, or 504 Coordinator, David Simanski, located at the Board Office at 111 School Street, Romney, WV.

What if the harasser threatens to retaliate against the victim if he or she reports the incident?

Title IX protects students and employees from retaliation. Hampshire County Schools must take steps to prevent the alleged harasser or anybody else at the school from retaliating against the victim. Such steps include informing students and employees of Hampshire County Schools that *Title IX* protects them from retaliation, making sure that victims know how to report any future problems, and making follow-up inquiries to see if there have been any new incidents.

What is Title IX?

Title IX is a Federal Law stating that "no person in the United States shall on the basis of sex be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance."

Our Policy

Hampshire County Schools is committed to maintaining a diverse population of students, faculty, and staff; creating a community of fairness and respect; ensuring that resources are accessible to all and complying with related laws and guidelines. We are pledged to create an environment in which differences are both welcomed and appreciated.



**A Guide for
Faculty, Staff and Students**

Hampshire County Schools

111 School Street
Romney, WV 26757

Phone: (304) 822-3528

**Harassment
Title IX**

What is Sexual Harassment?

Sexual Harassment is conduct that:

1. is sexual in nature;
2. is unwelcome; and
3. denies or limits a student's ability to participate in or benefit from an education program; or
4. denies or limits an employee's ability to perform their job in a safe environment.

Sexual harassment can take different forms depending on the harasser and the nature of the harassment. The conduct can be carried out by Hampshire County School employees, other students, and non-employee third parties, such as a visiting speaker. Both male and female students can be victims of sexual harassment, and the harasser and the victim can be of the same sex.

The conduct can occur in any school program or activity and can take place in school facilities, on school property, or at other off-campus locations, such as a Hampshire County School-sponsored field trip or a training program at another location. The conduct can be verbal, nonverbal, or physical.

What are some examples of sexual conduct?

- making sexual propositions or pressuring students or co-workers for sexual favors;
- touching of a sexual nature;
- writing graffiti of a sexual nature;
- displaying or distributing sexually explicit drawings, pictures, or written materials;
- performing sexual gestures or touching oneself sexually in front of others;
- telling sexual or dirty jokes;
- spreading sexual rumors or rating other students or co-workers as to sexual activity or performance; or
- circulating or showing e-mails or Web sites of a sexual nature.

What is Disability Harassment?

Disability Harassment includes the intimidation or abusive behavior toward a person based on disability that creates a hostile environment by interfering with or denying a person's participation in or receipt of benefits, services, or opportunities in the school's program.

Examples of **disability harassment** :

- Several students continually remark out loud to other students during class that a student with dyslexia is "retarded" or "deaf and dumb" and does not belong in the class; as a result, the harassed student has difficulty doing work in class and his or her grades decline.
- A student repeatedly places classroom furniture or other objects in the path of classmates who use wheelchairs, impeding the classmates' ability to enter the classroom.
- A teacher subjects a student to inappropriate physical restraint because of conduct related to his disability, with the result that the student tries to avoid class through increased absences.
- An administrator repeatedly denies a student with a disability access to school events, assemblies, and activities as punishment for taking time off related to the students' disability.
- A teacher repeatedly belittles and criticizes a student with a disability for using accommodations in class, with the result that the student is so discouraged that she has great difficulty performing in class and learning.
- Students continually taunt or belittle a student with mental retardation by mocking and intimidating her/him so she/he does not participate in class.

When harassing conduct is sufficiently severe that it creates a hostile environment, it can violate a person's rights under the **Section 504 and Title II of the Federal regulations**.

What is Racial Harassment?

Racial Harassment is harassment of students due to race, color, and national origin.

Examples of **racial harassment** include:

- racially motivated physical attacks
- racial epithets scrawled on school walls
- organized hate activity directed at students
- organized hate activity directed at employees, co-workers, or staff members

A racially hostile environment may be created by oral, written, graphic or physical conduct related to an individual's race, color, or national origin that is sufficiently severe, persistent or pervasive so as to interfere with or limit the ability of an individual to participate in or benefit from the recipient's programs or activities.

What is Title VI?

Title VI is a Federal Law that prohibits discrimination based on a student's race, color and national origin in schools and colleges receiving federal funds.

We are a Community of Respect...

- All people matter
- No means no
- No one should be harassed
- Discrimination has no place
- We all deserve to feel safe
- Support is given
- We act with integrity and honesty
- We collaborate and compromise
- We are free to learn
- A positive environment is our goal