

This brochure about sexual harassment is yours to keep. At this school district we want you to be aware of what sexual harassment is, what to do if it happens to you and how you can avoid doing it to others. Sexual harassment is sometimes hard to talk about because it is a sensitive topic and can be a serious problem for adults and kids. Our school considers sexual harassment a serious offense, and it is subject to a range of disciplinary actions, including warning, suspension, and expulsion.

What is sexual harassment?

Simply put, sexual harassment is:

- BEHAVIOR OR WORDS...
- OF A SEXUAL OR GENDER-DEMEANING NATURE...
- THAT ARE NOT WELCOME..
- WHICH PRESSURE OR INTIMIDATE YOU TO MAKE YOU FEEL UNCOMFORTABLE...
- AT SCHOOL OR SCHOOL ACTIVITIES...
- AND AFFECT YOUR EDUCATION IN A BAD WAY

More specifically:

Sexual harassment is unwanted sexual attention, usually in the form of repeated verbal or physical sexual advances, sexually implicit or derogatory statements, or discriminatory remarks made by someone in your school, any of which causes you discomfort or interferes with your academic performance.

Sexual harassment may be physical or psychological in nature. One incident or the combination of several incidents (even when a single incident would not necessarily be considered harassing) may constitute sexual harassment. An incident may properly be considered sexual harassment whether it occurs on or off school property or during school or non-school hours.

A form of Sexual harassment is sexual violence—an act of physical aggression that includes a sexual act or purpose.

Examples of sexual harassment:

- Verbal harassment or abuse, including sexual name-calling, spreading sexual rumors, unwelcome comments, subtle pressure for sexual activity, repeated request for a date after being told “no”
- Constant efforts to change a professional relationship into a personal social one

- Any sexually motivated unwelcome touching, pulling clothes
- Persistent and offensive sexually-oriented jokes, comments, obscene gestures, staring
- Request for sex in exchange for grades or letters of recommendation
- Language that demeans your gender
- Written harassment: dirty notes, sexually explicit pictures, graffiti
- Sexual assault, attempted sexual assault
- Conversations that are too personal
- Any sexually motivated touching that may make others in your presence feel uncomfortable

Sexual harassment can cause:

- **Emotional effects:** Fear, shame, humiliation depression, guilt, feelings of powerlessness, confusion, self-doubt, isolation, anger, anxiety
- **Physical Effects:** Nausea, headaches, stomach aches, high blood pressure, muscle tension, weight changes, sleeplessness, too much sleep, accident-proneness, skin problems
- **Academic effects:** Lack of concentration in class, failing an exam, decreased educational satisfaction, increased absenteeism, exclusion from informal groups.

What not to do if you experience sexual harassment:

Do not blame yourself. A student does not bring sexual harassment upon herself or himself. It is the action of someone else. It is not your fault

Do not delay reporting a sexual harassment incident. Talk to a teacher, counselor, principal or the human rights officer as soon as it occurs. They will work with you to decide how to handle the situation.

Do not keep silent. If you are being harassed, there are probably others being harassed. Reporting an incident will not affect your grades or academic progress.

Do not let it change your life. It is important to continue a normal daily routine. Keep in mind that all inquiries are handled secretly and held in confidence. By reporting a sexual harassment incident to the appropriate school official, you can be assured of their total commitment to work with you to stop the negative behavior.

Do not fear retaliation. Retaliation by the person sexually harassing you is not acceptable and may result in disciplinary action.

This brochure is intended to be a supplement to the formal sexual harassment policy included in the district's policy manual. Copies of this document are available in the principal's office in each school building and from the district human resources officer.

Questions regarding this policy should be directed to:

Dale Bonfield
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Superintendent
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Sexual Harassment

Your Rights
And
Responsibilities
As a
Student

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