

## **COMPLAINT PROCEDURE**

### **GRIEVANCE PROCEDURES**

If any person believes that the Bellevue City School District or any of the District's staff has inadequately applied the principles and/or regulations of (1) Title VI of the Civil Rights Act of 1965, (2) Title IX of the Education Amendment Act of 1972, (3) Section 504 of the Rehabilitation Act of 1973, and The Americans with Disabilities Act, he/she may bring forward a complaint, which shall be referred to as a grievance, to the District's Civil Rights Coordinators. Title IX: John Bollinger; Title VI, Section 504 and Jacqueline Montgomery.

### **STATEMENT ON SEXUAL HARASSMENT**

The Bellevue City School District is committed to eliminating and preventing sexual harassment from all school activities and facilities. Sexual harassment is improper, immoral, and illegal and will not be tolerated within the District. This policy is implemented to inform students as to what sexual harassment is and what procedures are to be followed in dealing with sexual harassment within the District.

#### **A. DEFINITION OF SEXUAL HARASSMENT**

Ohio and Federal laws define sexual harassment as unwanted sexual advances, or unwanted visual, verbal, or physical conduct of a sexual nature. Such offensive behavior includes, but is not limited to the following:

1. Unwanted sexual advances, including propositioning, repeatedly asking someone out for a date after it is clear the person is not interested.
2. Explicitly or implicitly offering employment benefits in exchange for sexual favors.
3. Making threatening reprisals after a negative response to sexual advances.
4. Non-verbal conduct: leering, making sexual gestures, displaying sexually suggestive objects, pictures, cartoons, or posters.
5. Verbal conduct: making or using derogatory comments, epithets, slurs, or jokes, making sexually based remarks about another person's or one's own body.
6. Verbal abuse of sexual nature, graphic verbal commentaries about an individual's body, sexually degrading words used to describe an individual, suggestive or obscene letters, notes or invitations.
7. Physical conduct: touching, assault, impeding or blocking movement. This sexual harassment policy is intended to protect against sexual harassment before it becomes actionable sexual harassment. The term "sexual harassment" is intended to mean sexual harassment. In the broadest meaning of that term, in current popular, as well as legal usage.

## B. WHAT TO DO IF YOU ARE SEXUALLY HARASSED

When unwelcome activities described above of a milder nature occur, the best thing to do is to say you are uncomfortable with the behavior and ask that it cease. If the behavior does not cease, then recourse for students should be sought through the counseling office, the Principal's Office, or the Title IX Coordinator.

If any student is subjected to behavior which they consider to be sexual harassment, students are to promptly notify either a principal or the Title IX Coordinator within the District. The student will be asked to put the complaint in writing and an investigation will be made into the matter. An investigation will be made by impartial and neutral people and appropriate sanctions will be imposed against any student who is found to have engaged in sexual harassment while on or about district property, or in relation to some district activity. The investigation will include interviewing the alleged victim, alleged harasser, eye witnesses, and corroborative witnesses.

In addition to making the complaint with the District Office, students also have the right to file a complaint with the EEOC.

If for some reason the student believes this policy will not work in their situation, discuss the matter with the Title IX Coordinator or Superintendent. (Adopted 1/12/1995)

### **ANTI-HAZING POLICY**

It is the policy of the Bellevue City Board of Education and the School District that hazing activities of any type are inconsistent with the educational process and shall be prohibited at all times. No administrator, faculty member or other employee of the school district shall encourage, permit, condone, or tolerate any hazing activities. No student, including leaders of student organizations, shall plan, encourage, or engage in any hazing.

Hazing is defined as doing any act or coercing another to do any act of initiation into any student group or other organization that causes or creates a substantial risk of causing mental or physical harm to any person. Permission, consent, or assumption of risk by an individual subjected to hazing does not lessen the prohibition contained in this policy.

Administrators, faculty members, and all other employees of the school district shall be particularly alert to possible situations, circumstances or events which might include hazing. If hazing or planned hazing is discovered, involved students shall be informed by the discovering school employee of the prohibition contained in this policy and shall be required to end all hazing activities immediately. All hazing incidents shall be reported immediately to the Superintendent.

Administrators, faculty members, students, and all other employees who fail to abide by this policy may be subject to disciplinary action and may be liable for civil and criminal penalties in accordance with Ohio law.

### **ANTI-BULLYING AND ANTI-HARASSMENT**

Bullying is an intentional written, verbal, texting, or physical act that a student has exhibited towards another particular student more than once and the behavior causes both mental and/or physical harm to the other student and is sufficiently severe, persistent or pervasive that it creates an intimidating, or threatening, or abusive educational environment for the other student.

Permission, consent or assumption of risk by an individual subjected to bullying does not lessen the prohibition contained in this policy.

Prohibited activities of any type including those activities engaged in via computer and/or electronic communications devices are inconsistent with the educational process and are prohibited at all times. No administrator, teacher, or other employee of the District shall encourage, permit, condone, or tolerate any hazing and/or bullying activities. No student, including leaders of student organizations, may plan, encourage or engage in any bullying.

Administrators, faculty members, students, and all other employees who fail to abide by this policy may be subject to disciplinary action, and may be liable for civil and criminal penalties in accordance with Ohio law.