

Harassment of Students and Teachers by Parents or Other Visitors

The Board of Trustees believes that students and employees of the district have the right to work and learn in a safe and positive atmosphere. The district is proud of its tradition of maintaining an educational environment in which all individuals are treated with respect and dignity. Therefore, harassment of staff members or students by parents or other visitors to the schools will not be tolerated.

Harassment Definition: Harassment is defined to include ethnic slurs, racial jokes, verbal/physical abuse or other offensive or persistently annoying conduct directed at someone's sex, race, color, national origin, age, grade in school, employment or duty assignment, religious beliefs, ethnic background or disability which:

1. Has the purpose or effect of creating an intimidating or hostile environment.
2. Unreasonably interferes with an individual's educational or professional performance.
3. Otherwise adversely affects an individual's educational or professional opportunities.

Harassment also includes an act of retaliation or intimidation taken against;

1. Any person bringing a complaint of harassment.
2. Any person assisting another person in bringing a complaint
3. Any person who is participating in an investigation of an act of harassment.

Examples of harassment include, but are not limited to:

1. Constant calling staff members at home
2. Defying or belittling staff members in front of students or other people at the school or school event.
3. Any act or series of acts that cause undue stress
4. Profanity, gestures or written materials that degrade or incite
5. Unreasonable requests of favors for their children
6. Threatening physical harm to a staff member or his/her family or property
7. Use of inappropriate language about or toward a staff member
8. Physical or verbal abuse
9. Encouraging others to inflict harm or degradation on a staff member
10. Retaliation for reporting or enforcing harassment issues

Conduct of this nature is unacceptable on school grounds, during regular or special sessions, or any school activity, function or event.

This policy covers all employees and students of this district, as well as visiting schools, their students, visitors, and parents. The Board of Trustees will not tolerate, condone or allow harassment of its staff members or students by visitors to school or school events. The Board of Trustees encourages the reporting of all incidents of harassment,

regardless of who the offended/offender may be. Parents or visitors who are found to have engaged in misconduct constituting harassment may be subject to suspension, expulsion, or exclusion from the school and/or its activities.

Nothing in this policy should be deemed to exclude or limit other remedies available to students or staff as citizens of the community. Individual students, faculty, or administration may pursue criminal or civil remedies that are available, in addition to the sanctions of the Board of Trustees.

How to report a complaint: Notify the school administrator and/or athletic director. All complaints will be dealt with promptly. The Superintendent and Board of Trustees will be notified of all referrals.

Legal Reference:      I.C. § 33-512                  Governance of schools  
                                 I.C. § 33-1222 Powers and Duties of Teachers  
                                 I.C. § 18-916 Abuse of Teachers

Policy History:

Adopted on: 10/24/06

Revised on: