

SEXUAL HARASSMENT OF STUDENTS PROHIBITED

Bellingham Public Schools is committed to a positive and productive education free from discrimination, including sexual harassment. This commitment extends to all students involved in academic, educational, extracurricular, athletic and other programs or activities of the school, whether that program or activity is in a school facility, on school transportation or at a class or school training held elsewhere.

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term “sexual harassment” under this policy relates to legal definitions, which are described below. The district will refer to legal definitions when responding to potential sexual harassment.

The district prohibits sexual harassment of students by other students, employees or third parties involved in district activities. Sexual harassment can occur adult-to-student, student-to-student or can be carried out by a group of students or adults. The district will respond to sexual harassment even if the alleged harasser is not a part of the school staff or student body.

Under Chapter 28A.640 RCW, the term “sexual harassment” means unwelcome sexual

District/school staff, including employees, contractors and agents, will not provide a recommendation of employment for an employee, contractor or agent that the district/school, or the individual acting on behalf of the district/school, knows or has probable cause to believe has engaged in sexual misconduct with a student or minor in violation of the law.

Notice and Training

The superintendent will develop procedures to provide age-appropriate information and education to district staff, students, parents/guardians and volunteers regarding this policy and the recognition and prevention of sexual harassment. At minimum, sexual harassment recognition and prevention and the elements of this policy will be included in staff, student and regular volunteer orientation. This policy and procedure, which includes the complaint process, will be posted in each district building in a place available to staff, students, parents/guardians, volunteers and visitors. Information about the policy and procedure will be clearly stated and conspicuously posted throughout each school building, provided to each employee and reproduced in each student, staff, volunteer and parent handbook. Such notices will identify the district's Title IX Civil Rights Compliance Coordinator and provide contact information, including the coordinator's email address.

Policy Review

The superintendent will make a report as needed to the board reviewing the use and efficacy of this policy and related procedures. Recommendations for changes to this policy, if applicable, will be included in the report. The superintendent is encouraged to involve staff, students, volunteers and parents/guardians in the review process.

Cross References:

Policy News, December 2014 Nondiscrimination in schools
address n revised WACs

Policy News, October 2010

Approved by:

Greg Baker, Superintendent

Date

Kelly Bashaw, School Board President

Date

Adopted: January 14, 2016

Revised: Nov. 9, 2022

Board Approved