

STUDENT SEXUAL HARASSMENT

The Jackson Parish School Board shall require any student complaint about another student engaging in sexual harassment reported to a teacher or counselor to be immediately reported to the principal. The principal is responsible for investigating the complaint. The right to confidentiality, both of the complaining student and of the accused student shall be respected. The principal shall inform the Superintendent of the complaint and may request assistance from the Superintendent or his/her designee in investigating student-student sexual harassment. If the act or acts involve possible criminal conduct, the appropriate police authorities should be notified. A substantiated charge against a student shall subject that student to disciplinary action, including suspension or expulsion.

If the victim of the alleged sexual harassment is a minor student and if the alleged harassment falls within the definition of *abuse* as found in Board's policy *JGCE, Child Abuse and Neglect*, then all school employees with knowledge shall be considered *mandatory reporters* and the allegations must be reported to child protection or law enforcement as provided by state law and the Board policy on child abuse. Such reporting must be made in addition to any procedures for handling sexual harassment complaints.

Student complaints about an employee shall be handled as provided in policy *GAEAA, Sexual Harassment*.

COVERAGE

This policy applies to all employees and volunteers, to the elected members of the School Board, and to all students of the Jackson Parish School District. It applies at school, school sponsored events, and in situations which are related to the school.

COMPLAINT PROCEDURE

Complaints of sexual harassment which take place at school or at a school related function or arising out of the school setting should be made to the principal of the school. Should the claim of sexual harassment be brought against the principal of the school, the complaint should be brought directly to the Superintendent or his/her designee.

After notification of the complaint, a confidential investigation will immediately be initiated to gather all facts about the complaint.

After the investigation has been completed, a determination will be made regarding the resolution of the case. If warranted, disciplinary action will be taken up to and including involuntary termination of an employee and/or expulsion of a student. Any disciplinary action regarding an employee will be placed in the employee's personnel file which will reflect the action taken and the grounds therefor. Any disciplinary action taken in regard to a student will be maintained as any other student disciplinary violation.

NONRETALIATION

Retaliation against any employee or student who brings sexual harassment charges or who assists in investigating such charges shall be prohibited. Any employee or student bringing a sexual harassment complaint or assisting in the investigation of such a complaint will not be adversely affected, discriminated against or punished because of the complaint.

Ref: 42 U.S.C. 2000e et seq.; 29 CFR '1604.11; La. Rev. Stat. Ann. ' '14:41 et seq., 17:81.