

SEXUAL AND GENDER HARASSMENT AT SCHOOL

**Surry County Public Schools
2022-2023**

WHAT IS SEXUAL AND GENDER HARASSMENT?



VISUAL HARASSMENT

OBSCENE POSTERS

DRAWINGS/PICTURES

SCREENSAVERS

CARTOONS

EMAILS OR

Sexual Harassment Can Be Verbal

- comments about someone's body
- spreading sexual rumors
- calling someone gay or lesbian in a negative or mean-spirited way
- sexual remarks or accusations
- unwelcome sexual jokes, stories or comments

Sexual Harassment Can Be Physical

- grabbing
- rubbing
- flashing or exposing private body parts
- touching
- pinching in a sexual way
- physical intimidation
- sexual assault

Sexual Harassment Can Be Visual (Seen)

- display of naked pictures
- display of nudity
- display of sex-related objects
- obscene gestures
- drawings, writings or photos of a crude or sexual nature

Quid Pro Quo (This for That)

If someone offers to give you something or treats you better if you do something for them, that is a type of sexual harassment often called *quid pro quo harassment* (which is Latin and means “this for that”). For example:

- “I’ll give you an ‘A’ if you go out with me,”
- "I'll get my friends to vote for you if you take off your shirt."

This kind of harassment could also be a threat to do something negative or treat you worse if you refuse to go along with a request for a sexual favor. For example:

- “I’ll fail you in this class if you don’t give me a kiss.”
- "I will tell everyone you have a disease, if you don't make out with me."

Hostile Environment

- **When unwanted touching, comments or gestures are so bad or occur so often that it:**
 - interferes with your schoolwork,
 - makes you feel uncomfortable or unsafe
 - prevents you from participating in or benefiting from a school program or activity
- **This type of harassment could include:**
 - ongoing catcalls or sexual comments
 - frequent or severe teasing toward a student related to sexuality, gender identity, physical appearance, etc.
 - physical harassment targeted at someone because of their gender identity or expression

The harassment can be from staff, other students, school volunteers, or even someone visiting the school.

Gender Harassment

Harassment can include nonsexual, hostile conduct *if the harassment is directed at a student because of his or her gender, gender identity or gender expression.*

For example:

- Not allowing any females to participate in math field day.

"Girls are no good at math, you will bring our scores down."

- Criticizing only male students when they speak up in class.

"I find that boys always disrupt class when I let them talk."

- Making fun of a student's gender identity.

*"Ask **shim**, he knows how girls feel about things"*

Cyber Bullying

Many forms of cyber-bullying may also be sex-based harassment

For example:

- using cell phones or the internet to target students by calling them names like “slut”
- spreading sexual rumors via social media or other electronic means
- rating students on sexual activity or performance on social media or other sites
- Sharing or publishing compromising photographs or videos of a student
- circulating, showing, or creating emails or websites of a sexual nature.

This kind of conduct may be sexual harassment if it is severe, persistent, or pervasive.

Sexual Harassment is Against the Law

- Title IX of the Education Amendments of 1972 (“Title IX”) is a federal law that prohibits sex discrimination in educational institutions, programs, and activities .
- Title IX prohibits various forms of sex discrimination in schools, including sexual harassment, gender-based bullying, and sexual violence.
- It is illegal to intimidate, threaten, or coerce a person who has exercised rights or taken action under Title IX.
- The Office of Civil Rights (OCR) supervises compliance with Title IX requirements and has the authority to enforce these regulations.

SCPS POLICY

Sexual Harassment Violates Surry County Public Schools Policy GBA/JFHA

- The Surry County School Board is committed to maintaining an educational environment and workplace that is free from harassment. In accordance with law, the Board prohibits harassment against students, employees, or others on the basis of sex, gender, race, color, national origin, disability, religion, ancestry, age, marital status, genetic information or any other characteristic protected by law or based on a belief that such characteristic exists at school or any school sponsored activity. The Surry County School Board is an equal opportunity employer.

Sexual Harassment Violates Surry County Public Schools Policy GBA/JFHA

- It is a violation of this policy for any student or school personnel to harass a student or school personnel based on sex, gender, race, color, national origin, disability, religion, ancestry, age, marital status, genetic information or any other characteristic protected by law or based on a belief that such characteristic exists at school or any school sponsored activity. Further, it is a violation of this policy for any school personnel to tolerate harassment based on a student's or employee's sex, gender, race, color, national origin, disability, religion, ancestry, age, marital status or genetic information or any other characteristic protected by law or based on a belief that such characteristic exists at school or any school sponsored activity, by students, school personnel or third parties participating in, observing or otherwise engaged in school sponsored activities.

HOW TO REPORT INSTANCES OF SEXUAL HARASSMENT

How Can You Report Sexual Harassment
of Yourself or Another Student?

Report of Harassment Form

Where to access:

- On School Division Website
- In SCPS Policy Manual in all Media Centers
 - In the Principals' Office
- In the Guidance Departments

**Bullying/Harassment/Sexual Harassment
HOTLINE**

(757) 267-9015

How Can You Report Sexual Harassment?

Title IX Compliance Officers



Mr. Giron R. Wooden

Assistant to the Superintendent for Operations
and Infrastructure, School Board Office
45 School Street
Surry, Virginia 23883
Telephone: (757) 294-5229
Email: giron_wooden@surryschoools.net



Ms. Courtney J. Ward

Principal, Surry County High School
1675 Hollybush Road
Dendron, Virginia 23839

Telephone: (757) 267-2211
Email: courtney_ward@surryschoools.net

How Can You Report Sexual Harassment? Title IX Compliance Officers

If you feel your reports of harassment are being ignored by the school system, you can contact the Office of Civil Rights at (800) 421-3481.

Consequences for Sexual and Gender Harassment

A range of consequences can be found in the Code of Conduct. They include, but are not limited to the following:

- warning
- altered schedule
- loss of privileges
- parental notification
- in-school suspension
- out of school suspension
- expulsion
- notification of law enforcement