

TITLE IX / BULLYING

Keeping Students Safe at
Houston County High

Our Expectation: Safety Always!!!

- ▣ One way we keep everyone safe is by being sure that our students do not have to experience harassment of any kind.
- ▣ This includes bullying and sexual harassment.

- All staff members at our school want to do all that we can to keep our students safe.
- Sometimes, students are victims of harassment and may not know what to do.
- Sometimes those who harass another student may not realize that what they are doing is against the law.
- Today we want to let you know about a law (Title IX) that gives victims certain rights especially as it relates to harassment including sexual harassment/bullying.

HISTORY

- Federal law *Title IX of the Education Amendments of 1972* prohibits discrimination on the basis of sex, including sexual harassment in education programs and activities.
- Department of Education's Office for Civil Rights (OCR) is the federal agency responsible for the enforcement of Title IX in schools. This agency took on oversight in 1980
- *House Bill 250*: states that each local board of education shall adopt a policy that prohibits bullying of a student and shall require such prohibition to be included in the student code of conduct for schools in that system.

Title IX Facts

The Law States:

- “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”
- Title IX protects students from harassment connected to any of the academic, extracurricular, athletic and other programs or activities of the schools regardless of the location.
- **Title IX protects students (male and female) from sexual harassment of any type by anyone.**

WHAT IS SEXUAL HARASSMENT?

- Sexual Harassment of a student interferes with a student's right to receive an education free from discrimination.
- Sexual harassment is unwelcome conduct of a sexual nature.
- **Sexual Harassment Can Be In the Form of:**
 - Verbal Harassment - Inappropriate conversation about body parts (bathing suit areas) or actions.
 - Non Verbal Harassment - showing private body parts, acting out in a sexual manner.
 - Physical Harassment (bodily contact)

WHAT IS SEXUAL HARASSMENT? (cont.)

Verbal Harassment

- Comments about a person's body
- Spreading rumors that may be considered sexual
- Sexual remarks or accusations
- Telling "dirty jokes" or stories when those who are listening are uncomfortable with what is being told

Non-Verbal Harassment

- Displaying or distributing sexually explicit drawings or pictures
- Writing graffiti of a sexual nature
- Sending crude or sexually descriptive e-mails or letters
- Making obscene gestures

Physical Harassment

- Grabbing or touching oneself or another student in a sexual manner that is unwanted, uncomfortable, embarrassing or offensive
- Sexual assault

WHAT IS SEXUAL HARASSMENT? (cont.)

- ▣ Quid Pro Quo
 - (this for that)
- ▣ Hostile Environment
 - Sexual harassment creates a hostile environment if the conduct is sufficiently serious that it interferes with or limits a student's ability to participate in or benefit from a school's programs, ex. *makes someone afraid or uncomfortable coming to school, interferes with schoolwork, prevents student from benefitting in program or activity.*

Reporting Sexual Harassment

- Harassment should be reported to an administrator, teacher, or the counselor at Houston County High. Our school's Title IX / Bullying Coordinator is Mr. Herbert Chambers.
- If a teacher witnesses sexual harassment occurring, the teacher will immediately report it to a school administrator.
- If a student witnesses sexual harassment occurring, that student should report this to their teacher, counselor, or an administrator.
- Students are encouraged to report incidents whether they are the victim or they witness this occurring to other students. Our expectation is that all students feel safe at school.
- A counselor or administrator is always available to talk to students about Title IX / Sexual Harassment.

What is Bullying.... in Georgia

1. Any willful attempt or threat to inflict injury on another person, when accompanied by an apparent present ability to do so.
2. Any intentional display of force that would give the victim reason to fear or expect immediate bodily harm.
3. Any intentional written, verbal or physical act, which a reasonable person would perceive as being intended to threaten, harass, or intimidate.

THAT...

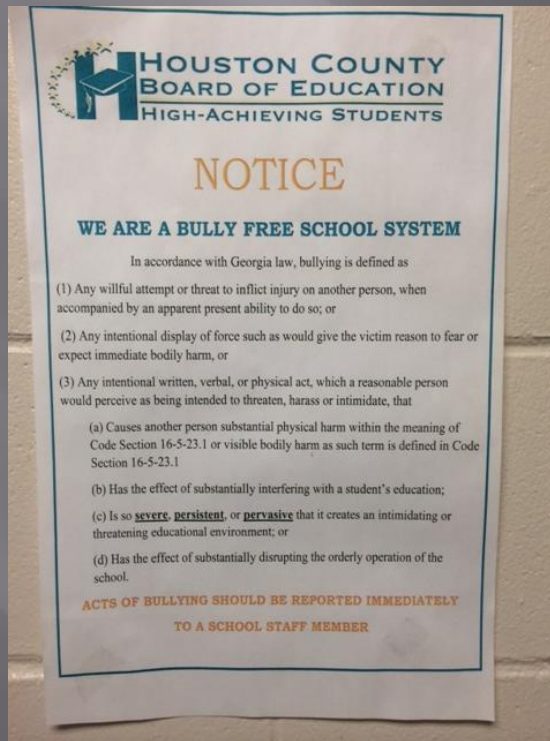
- Causes another person substantial physical harm or visible bodily harm.
- Affects the student's education.
- Is so severe, **persistent**, or pervasive that it creates an intimidating or threatening educational environment.
- Has the effect of substantially disrupting the orderly operation of the school.

Where may Bullying occur?

- ❑ Bullying may occur on school property, school vehicles, designated school bus stops, or at school related functions/activities.
- ❑ By use of data or software that is accessed through a computer, computer system, computer network, or other electronic technology supported by the school system. (SOCIAL MEDIA)

Bullying Policy

- The Houston County Board of Education has a set, strict policy on bullying that is posted in several areas around our school building.
- Students should familiarize themselves with this policy to avoid unknowingly committing an offense.



Mandatory Consequence

- ▣ Acts of bullying shall be punished by a range of consequences through the progressive discipline process. Such consequences shall include, at a minimum, counseling and disciplinary action as appropriate under the circumstances.
- ▣ However, Georgia law mandates that upon a finding by the disciplinary hearing officer, panel or tribunal that a student in grades 6-12 has committed the offense of bullying for the third time in a school year, the student shall be assigned to an alternative school.

SCHOOL'S RESPONSIBILITY

When our school receives a complaint, we will

- Promptly investigate, talk to all witnesses and look at all evidence
- Determine what occurred
- Take appropriate steps to resolve the situation
- Contact parents to let them know about the situation
- Not tolerate ANY form of retaliation against a student who reports harassment
- Apply the appropriate consequences

We will do all that we can to make certain our students feel safe.