

2021-22 Sexual Harassment Prevention

Dear Parents,

Sexual harassment can happen to anyone. To avoid such occurrence, Charleston County School District is taking extraordinary steps to provide a safe and positive learning environment for every student. Therefore, any student who believes that he or she has been harassed by another student, teacher, administrator, or other adults or agents of the Charleston County School District should promptly report that fact to your school's **designated Complaint Manager, Principal** or directly to the County Superintendent.

Title IX of the Education Amendments of 1972 prohibits sex discrimination in all schools and education programs that receive federal funds. Sexual harassment of students is one form of sex discrimination barred by the law. Therefore, we advise all students of this potential danger and provide procedures for reporting any incident. **Please talk with your child** about the contents of this sheet. Age-appropriate instruction will be provided at school Erin's Law curriculum (Section 59-32-20 (B)).

If you have any questions, please contact the school principal.

INTRODUCTION

Any student who believes that he or she has been sexually harassed by another student, teacher, administrator, adult or agent of the Charleston County School District should promptly report that fact to **the designated Complaint Manager, Principal** or directly to the County Superintendent. Sexual harassment is a serious matter. Any student determined to have purposefully made a false report of harassment shall be disciplined for such conduct.

DEFINITION

Sexual harassment is any inappropriate, unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature directed by a student to another student, an adult to a student; or a student to an adult when:

- A student is requested to submit to such conduct as condition of the student's grades, promotion, opportunities, privileges, and any other benefits related to his/her education;
- A student is affected by decisions based on submitting or rejecting such conduct;
- A student's academic performance is affected by such conduct; and
- A student is affected by the hostile environment created by such conduct.

EXAMPLES

Physical

- Deliberately standing in someone's way, standing too closely, or following a person to create a hostile environment
- Deliberately bumping or brushing against a person
- Unwanted grabbing, hugging, kissing, fondling, or similarly touching a person in any way

Verbal

- Sexual jokes, remarks, stories, rumors, or comments about a person's body
- Blackmail, threats or insults of a sexual nature
- Written material such as notes, letters, or graffiti with sexual overtones
- Whistles or offensive noises

Nonverbal

- Drawings, pictures, or photographs with sexual content
- Staring at a person's body and obscene gestures

RIGHTS

A student who believes he or she has been harassed has the following rights:

- To have someone of his or her choice present when he or she talks to the complaint manager;
- To avoid a face-to-face meeting with the harassed at the time of first report;
- To be listened to and taken seriously; and
- To stop the interview and take the complaint to another or higher authority

A student accused of sexual harassment has the right to do the following:

- To have someone of his or her choice present when talking with the complaint manager;
- To be given the name of the person making the complaint;
- To be given the specifics of the allegations;
- To provide names of persons to whom the investigator may want to speak and/or interview;
- To be informed as to the progress of the investigation.

PROCEDURES

A complaint may be made verbally or in writing to the designated School Complaint Manager. Each school shall provide the name, location, and how to access the **School Complaint Manager**. A Student who has a complaint should:

- Talk to someone you trust: parents, guidance counselor, principal, teacher, or school nurse;
- Report the incident immediately to the Complaint Manager;
- Write down what happened and what was said or done in detail;
- Offer the names of others who may have witnessed or experienced the same type of harassment; and
- Tell the complaint manager what you would like to see happen to stop the harassment.

School Complaint Manager (s)

If the student or parent is not satisfied with the handling of the complaint, an appeal may be submitted to the County Superintendent's Office at 75 Calhoun Street, Charleston, SC 29401