



## **SEXUAL HARASSMENT**

Students and staff are protected against sexual harassment by anyone in any school program or activity, including on the school campus, on the school bus, or off-campus, such as a school-sponsored field trip.

### ***Sexual harassment is unwelcome behavior or communication that is sexual in nature when:***

- ◆ A student or employee is led to believe that he or she must submit to unwelcome sexual conduct or communications in order to gain something in return, such as a grade, a promotion, a place on a sports team, or any educational or employment decision, or
- ◆ The conduct substantially interferes with a student's educational performance, or creates an intimidating or hostile educational or employment environment.

### ***Examples of Sexual Harassment:***

- Pressuring a person for sexual favors
- Unwelcome touching of a sexual nature
- Writing graffiti of a sexual nature
- Distributing sexually explicit texts, e-mails, or pictures
- Making sexual jokes, rumors, or suggestive remarks
- Physical violence, including rape and sexual assault

### ***How do I report sexual harassment?***

You can report sexual harassment to any school staff member or to the district's Title IX Officer.

Title IX Coordinator for Personnel:      Tony Howard, Executive Director, Human Resources  
[Tony.Howard@rsd.edu](mailto:Tony.Howard@rsd.edu)

Title IX Coordinator for Students:      Todd Baddley, Assistant Superintendent  
[Todd.Baddley@rsd.edu](mailto:Todd.Baddley@rsd.edu)

For a copy of your district's Sexual Harassment policy and procedure, contact your school or district office. This policy and procedure is available on the Richland School District's website at <http://www.rsd.edu/board/policies-regulations.html>.