



SEXUAL HARASSMENT OF STUDENTS

APPROVED: 1995.09.12

REVISED: 1999.01.26
2012.03.27
2016.05.31

POLICY

All students have the right to attend school in an environment free from sexual harassment.

DEFINITIONS:

“**Sexual harassment**” is defined as engaging in any disturbing comment or conduct of a sexual nature that is known or ought reasonably to be known to be unwelcome and shall include, but not be limited to, the following:

1. Physical contact such as patting, pinching or inappropriate touching;
2. Leering or persistent looking at a person’s body;
3. Sexually suggestive remarks, verbal abuse with a sexual connotation and sexual propositions and invitations;
4. Display of sexually offensive materials and recounting of sexually offensive jokes and anecdotes;
5. Subtle pressure or overt demands to participate in sexual activities;
6. Request for sexual activities accompanied by either implied or actual threats or a reprisal made after a sexual advance is rejected;
7. Physical assault of a sexual nature.
8. Abusive behaviour that includes discrimination against others on the basis of sex, sexual orientation and/or perceived sexual orientation.

SEXUAL HARASSMENT OF STUDENTS**PREAMBLE**

The Board of Education recognizes and reaffirms its commitment to the anti-discrimination principles and values contained in the B.C. Human Rights Code, the *Canadian Human Rights Act* and the Canadian Charter of Rights and Freedoms. It also recognizes the need to provide a safe environment, free from harassment and discrimination while ensuring that all students, employees and families, are treated with respect and dignity while being welcomed and included in all aspects of learning and school life.

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REGULATIONS:

1. This policy shall apply to all students, both on school premises and during activities that are off school premises and that are organized or sponsored by the school.
2. The district considers sexual harassment to be a serious matter. Complaints of sexual harassment will be investigated promptly, thoroughly and in a sensitive manner.
3. The district encourages any student who feels they are being subjected to sexual harassment to seek assistance and support from a parent, counselor, teacher, administrator or other trusted adult.
4. Students who engage in sexual harassment shall be subject to the consequences set out in the school's and the district's code of student conduct.
5. Any investigation into the complaints of sexual harassment shall adhere to the principles of confidentiality and due process.
6. Sexual harassment of students by staff should be reported by the students to the principal, another staff member or other trusted adult.

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