

EXAMPLES OF BEHAVIORS THAT CAN BE CONSIDERED SEXUAL HARASSMENT:

- Staring/leering
- Sexual gestures with hand or body
- Pulling at another person's clothing
- Private sexual conversation in public place where others can hear
- Touching/pinching/grabbing
- Asking to have sex
- Cornering/leaning over/following
- Making out (kissing/hugging/touching) in a public place (hallway, gym) where it can be seen
- Pressure for dates
- Telling dirty jokes or jokes involving sexual situations
- Rape or attempted rape
- Sexual swear words
- Sexual pictures/cartoons – including revealing photos in locker or binder
- Rating appearances on a scale of 1 to 10 or any other such scale
- Comments about body/weight/clothing or other physical characteristics
- Sexual rumors
- Sexually offensive T-shirts, hats, pins or revealing clothing
- Graffiti of a sexual nature
- Suggestive whistles
- Kissing sounds/howling
- Notes or letters of a sexual nature
- Using computers to send unwanted sexual games/graffiti/jokes – including email and instant message
- Suggestive tone of voice or expression
- Sexual innuendo or gender characterization

KEEP IN MIND – PERCEPTION IS MORE IMPORTANT THAN INTENTION. LISTEN TO YOUR OWN GUT FEELINGS

HARASSMENT AFFECTS INDIVIDUALS

Physical Effects

Stress-related symptoms like:

- o Acne
- o Changes in body weight
- o Colds/sore throat
- o Dependence on alcohol/drugs
- o Headaches/stomach aches/back aches & other pain
- o Illness
- o Loss of appetite
- o Sleep disturbances
- o Ulcers

Emotional Effects

- o Anger/irritability
- o Anxiety/worry/fear
- o Confusion
- o Depression
- o Detachment/isolation/withdrawal
- o Embarrassment/humiliation
- o Feeling degraded/intimidated/powerless
- o Feelings of guilt, dread
- o Loss of trust in others
- o Low self-esteem/shame
- o Mood swings
- o Self blame/self doubt
- o STRESS

School Performance/Experience Effects

- o Absenteeism/tardiness/truancy
- o “Acting out” (behaving inappropriately)
- o Damaged reputation/loss of friends
- o Drop in quality of school work
- o Inability to concentrate
- o Loss of trust in the “education system”

**PCFC
IS
A
SEXUAL
HARASSMENT
FREE
ZONE**

MISSION STATEMENT:

The Issaquah School District is committed to maintain an environment that is safe and welcoming for all students...one that is free from racial, sexual, or other forms of harassment.



DEFINITION OF SEXUAL HARASSMENT:

- Any unwelcome sexual advance, requests for sexual favors, and other verbal or physical conduct of a sexual nature.
- The intent of the person doing the harassment makes no difference whatsoever, the person on the receiving end is the one who decides whether the behavior is offensive. **It’s the victim’s perception that counts.**

Any student who feels that he or she has been subjected to sexual harassment by another student or a district staff member has an obligation to report the alleged harassment promptly.

Remember: Sexual harassment is not just a school rule; it is against state and Federal law.

Ask yourself...

1. Do I use inappropriate language at school?
2. Have I ever purposely or knowingly made someone else uncomfortable by my actions or language at school?

REALITY CHECK

3. Would my family be proud of me if they were to see and hear a video of how I behave at school?



COMMITMENT OF RESPONSE

School staff will respond to oral or verbal reports of harassment.

PROBLEM-SOLVING REPSNSES MAY INCLUDE:

- **SUPPORT** of ALL individuals involved will include a timely, fair, respectful investigation.
- **CONSEQUENCES** for harassing behaviors may include:
 - o **CONFERENCE** of all parties involved. Parents are always contacted in sexual harassment incidents.
 - o **Disciplinary action/consequences can be significant:** major infractions, detention, Saturday school, suspension, community service, expulsion, etc.
 - o **Referral** to an outside agency for recommended counseling, or, to law enforcement for criminal action.
 - o **Education** to raise awareness (information, materials, groups, etc).

Both Issaquah School District policy and the state law prohibit retaliation against individuals who report harassment.

PROCEDURES FOR RESOLUTION

If you have been a target of unwelcome harassment:



1. **TELL THE HARASSER TO STOP!**
Saying, “I want you to leave me alone” is enough. Put the request in writing if you feel it will help.
2. **Keep track of harassment incidents.**
Write down the names of people involved, including witnesses, where and when it occurred, and specific action taken by the person harassing you. **DO NOT** engage in equally aggressive behavior in action or in speech as a way to defend yourself.
3. If the person who is harassing you does not respond appropriately to your request to **STOP, go directly to a teacher, counselor or administrator for help.**

