

BOARD POLICY
Sexual Harassment of Students

Descriptor Term: JCAC
Date: XXXXXX XX, 2024

It is the policy of the Bibb County School District ("District") to prohibit any act of harassment of students based upon race, color, national origin, sex, sexual orientation, gender identity or disability at all times and during all occasions while at school, in the workplace or at any school event or activity. Any such act by a student or employee will result in prompt and appropriate discipline.

As required by Title IX and its regulations, the District does not discriminate on the basis of sex in any of its education programs or activities, admissions, or employment and will not tolerate sexual harassment. Sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

- a. An employee of the District conditioning the provision of an aid, benefit, or service of the District on an individual's participation in unwelcome sexual conduct (also referred to as quid pro quo sexual harassment);
- b. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's education program or activity; or
- c. "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).

Any student, parent, employee, or other individual who believes a student has been subjected to harassment or discrimination by other students or employees of the District as prohibited by this policy should promptly report the same to the principal of their school or to the appropriate coordinator designated in policy JAA, who will implement the Bibb County Board of Education's ("Board") discriminatory complaints procedures. Students may also report harassment or discrimination to their school counselor or any administrator. Students and employees will not be subjected to retaliation for reporting such harassment or discrimination. If at any point in the investigation of reported sexual harassment of a student, the coordinator or designee determines that the reported harassment should more properly be termed abuse, the reported incident or situation will be referred pursuant to the established protocol for child abuse investigation.

It is the duty of all employees to promptly report harassment forbidden by this policy. All supervisors will instruct their subordinates as to the content of this policy and, through appropriate professional learning activities, enlighten employees as to the varied forms or expressions of prohibited harassment.