

STAFF CONDUCT  
HARASSMENT OR MISCONDUCT TOWARD STUDENTS

1. It is the policy of the Indian River School District that harassment or sexual misconduct by a school district employee directed against or toward a student is unacceptable conduct and will not be tolerated on or off school premises with any Pre-K through 12<sup>th</sup> grade student.

Prohibited harassment or sexual misconduct shall include:

2. Physical contact of a sexual nature between the employee and a student
3. Oral or written words with an offensive or sexual connotation spoken or written by an employee to a student or the display of offensive or sexually suggestive objects or pictures.
4. Oral or written communication of a personal nature which are not reasonably related to the educational function of the school district and which are offensive, sexually suggestive, sexually explicit, sexually derogatory, or sexually discriminatory.

Students of the Indian River School District who feel that they are a victim of harassment or misconduct in any form by a district employee or become aware of an instance of harassment or misconduct by a district employee toward a student, should report the situation immediately to the Principal or Assistant Principal of the school or to a district employee who is in a position of authority other than the person about whom the complaint is being made. Students are also encouraged to report all violations of this policy to their parents or guardians. Students who are uncomfortable for any reason with discussing such matters with the individuals designated, or who are not satisfied after bringing the matter to the attention of one or more of these individuals, shall report the matter promptly to the Assistant Superintendent.

The District will investigate all reports of harassment or misconduct in as prompt and confidential a manner as possible and will take the appropriate corrective action, when warranted. Any district employee who is found, as result of such an investigation, to have engaged in harassment or misconduct in violation of this policy will be subject to appropriate disciplinary action, up to and including termination of employment. Furthermore, retaliation in any form against students who exercise their right to make a complaint under this policy is strictly prohibited, and will itself be cause for appropriate disciplinary action.

Adopted 7/26/94  
Revised 7/26/11, 10/24/16  
Reviewed 12/11/13