

<i>FODD</i>	<i>STUDENT DISCIPLINE OUT-OF-SCHOOL ACTIONS</i>
<i>FP</i>	<i>STUDENT FEES, FINES, AND CHARGES</i>
<i>FP-R</i>	<i>STUDENT FEES, FINES, AND CHARGES, REGULATION</i>
<i>FPA</i>	<i>PARTICIPATION FEES FOR SCHOOL ACTIVITIES</i>
<i>FPA-E</i>	<i>PARTICIPATION FEES FOR SCHOOL ACTIVITIES REQUEST WAIVER</i>
<i>FPA-R</i>	<i>PARTICIPATION FEES FOR SCHOOL ACTIVITIES REGULATION</i>
<i>FQ</i>	<i>HEAD INJURY/CONCUSSION PREVENTION AND MANAGEMENT</i>
<i>FR</i>	<i>LETTER R AWARD JACKETS</i>

RINGLING PUBLIC SCHOOLS**FB*****SEXUAL HARASSMENT OF STUDENTS***

The policy of this school district forbids discrimination against, or harassment of any student on the basis of sex. The Board of Education will not tolerate sexual harassment by any of its employees or students. This policy applies to all students and employees including non-employee volunteers whose work is subject to the control of school personnel. Policy DA applies to sexual harassment of employees.

1. Sexual Harassment

For the purpose of this policy, sexual harassment includes:

- A. Verbal or physical sexual advances, including subtle pressure for sexual activity; touching, pinching, patting, or brushing against; comments regarding physical or personality characteristics of sexual nature; and sexually-oriented “kidding”, “teasing”, double meanings, and jokes.
- B. Demeaning comments about a girl’s ability to excel in a class historically considered a “boys” subject privately talking to a student about sexual matters, hugging or touching a student inappropriately may constitute sexual harassment.
- C. Writing graffiti which names a student or otherwise identifies a student is potentially slanderous and constitutes sexual harassment. Graffiti of any kind will not be tolerated on school property. The superintendent is directed to cause any graffiti or unauthorized writings to be removed immediately.
- D. Any of the aforementioned conduct which effectively deprives a student of access to educational opportunities or benefits provided by the school.

2. Specific Prohibitions**A. Administrators and Supervisors**

- 1. It is sexual harassment for an administrator, supervisor, support employee, or teacher to use his or her authority to solicit sexual favors or attention from students.
- 2. Administrators, supervisors, support personnel, or teachers who either engage in sexual harassment of students or tolerate such conduct by other employees shall be subject to sanctions, as described below.

3. The school district is not concerned with the “off-duty” conduct of school personnel unless the conduct has or will have a negative impact on the educational process of the school. Any romantic or sexual affiliation between school personnel and students, including students who have reached the age of majority (18), during school hours will have negative impact on the educational process and shall constitute a violation of school policy. Such violations may result in suspension of the student and suspension or termination for the employee. Any sexual affiliation between teachers and students under the age of 18 may constitute a crime under state or federal law.

3. Report, Investigation, and Sanctions

- A. It is the express policy of the board of education to encourage student victims of sexual harassment to come forward with such claims. This may be done through the Sexual Discrimination Grievance policy. The Office of Civil Rights relies on school administrators’ judgment and common sense in meeting the requirements of the federal law.
1. Students who feel that administrators, supervisors, support personnel, teachers, or other students are subjecting them to sexual harassment are encouraged to report these conditions, or have their parents report these conditions, to the appropriate administrator or teacher. If the student’s immediate administrator or teacher is the alleged offending person, the report will be made to the next higher level of administration or supervision or to any responsible adult person.
2. Every attempt will be made to maintain confidentiality; however, absolute confidentiality cannot be guaranteed because of due process concerns which arise in sexual harassment investigations. No reprisals or retaliation will be allowed to occur as a result of good faith reporting of charges of sexual harassment.
- B. In determining whether alleged conduct constitutes sexual harassment, the totality of the circumstances, the nature of the conduct and the context in which the alleged conduct occurred will be investigated. The superintendent has the responsibility of investigating and resolving complaints of sexual harassment.
- C. Any employee found to have engaged in sexual harassment of students shall be subject to sanctions, including, but not limited to warning, suspension, or termination subject to applicable procedural and due process requirements.
- D. Any student found to have engaged in sexual harassment of other students shall be subject to sanctions, including, but not limited to warning, suspension, or other appropriate punishment subject to applicable procedural and due process requirements.
- E. A copy of this Sexual Harassment policy will be provided to students and parents each year.
- F. Special effort will be made to apprise3 district administrators, teacher, and counselors of their obligation to receive student complaints of sexual harassment, document such complaints, and forward them to the grievance committee.

REFERENCE: Title VII of the Civil Rights Act of 1964
42 U.S.C. 2000e-2
29 C.F.R. 1604.1, et seq.

CROSS-REFERENCE: Policy DA, Sexual Harassment (employees)
Policy DAAB, Grievance Procedures, Sex Discrimination (employ)
Policy DAAB-R, Grievance Procedures, Sex Discrimination,
Regulation (employees)
Policy DO, Termination, Certified Teachers
Policy DO-R, Teacher Termination Procedures
Policy FBA, Grievance Procedures, Sex Discrimination/
Harassment (students)

**Policy FBA-R, Grievance Procedures, Sex Discrimination/
Harassment, Regulations (student)****Policy FO, Student Discipline****Policy FO-R1, Control and Discipline Policy****RINGLING PUBLIC SCHOOLS****FBA-R*****GRIEVANCE PROCEDURES
SEX DISCRIMINATION/HARASSMENT
(REGULATION)***

In accordance with the policy of the Board of Education, the following regulations govern the processing of student sexual harassment grievances in this school district.

1. Any student of this district who wishes to file a sexual harassment grievance against another student or employee of the district may file a written or oral (recorded, if possible) complaint with the Superintendent, Principal, or Counselor. The administrator taking the complaint will document the time, place, complainant, and incident and immediately forward the complaint to the Superintendent (unless the complaint is against the Superintendent, in which case the complaint should be sent to the School Board President). The Superintendent will investigate the grievance. The grievance shall set forth the circumstances of the incident and the identity of the student(s) or employee(s) involved.
2. The Superintendent, or appointed administrator, shall initiate an investigation of the incident and shall protect the confidentiality of the grievant.
3. The investigation shall be completed within ten (10) days of the filing of the grievance. Results of the investigation, along with recommendations and suggestions shall be shared with the grievant, unless it violates another student's confidentiality.
4. If the grievant believes the issues are not resolved after considering the recommendations and suggestions of the Superintendent or the investigating administrator, the grievant may request a hearing by a grievance committee.
5. Upon receiving a request for a hearing, the grievance committee shall schedule the hearing to occur within twenty (20) days from the date of the request.
6. Both the grievant and the person against whom the complaint was made (respondent) may be represented by legal counsel at the hearing.
7. Within ten (10) days of the hearing, the Superintendent or designee will furnish a written report of its findings and recommendations to both the grievant and the respondent while maintaining confidentiality.
8. The Superintendent shall, within five (5) days of the receipt of the grievance report, act upon the recommendations of the committee or furnish a written report to the grievant explaining why the recommendation will not be implemented.
9. Upon receipt of the Superintendent's report, the grievant may file a written appeal with the Board of Education. The Board of Education shall, within thirty (30) days from the date the appeal was received, review the report and affirm, overrule, or modify the decision of the grievance committee.

RINGLING PUBLIC SCHOOLS**FD*****STUDENT RESIDENCY***

It is the policy of the Ringling Board of Education that the residence of any child for school purposes shall be the legal residence of the parents, guardian, or person having legal custody who holds legal residence within the district as defined in 70 O.S. 1-113 (C). A child residing in the district who is entirely self-supporting shall be considered a resident of the school district if the child works and attends school in the school district. Questions concerning legal residence of children shall be determined pursuant to procedures utilized by the State Department of Education in accordance with 70 O.S. 1-113.