

## What can students do?

- Tell the harasser to stop even though doing this may be difficult or embarrassing.
- Avoid being alone with the harasser.
- Do not blame yourself. Harassment is not your fault.
- If the harassment continues, keep a record of what happened (times, places, witnesses and how you reacted).
- Save any notes or pictures from the harasser.
- Tell a trusted adult and keep telling until you find someone who believes you.
- Find out who at your school is responsible for dealing with complaints about sexual harassment.
- Always tell an adult if you see someone else being sexually harassed.

## What can parents do?

- Set a good example; treat everyone with respect.
- Talk to your child about sexual harassment.
- Be aware that sexual harassment may involve different-sex or same-sex situations.
- Encourage children to talk openly with you.
- Build self-esteem by focusing on your child's positive qualities.
- Do not encourage or ignore sexual harassment.
- Do not confuse sexual harassment with normal "kid stuff." It is not teasing, flirting or harmless fun!
- Assist your child in making contact with school personnel.
- You have a right to file a legal complaint.

## REMEMBER

*It is probably sexual harassment if the person feels uncomfortable or threatened as a result of the action. It does not matter what the harasser intended.*

**For additional information please contact your school counselor, school social worker or school administrator.**



Need help? Don't know where to start? To find help with housing, health care, food pantries, childcare, drug or alcohol abuse counseling, mental health issues, aging concerns, and many other human services. Dial 2-1-1 or go to [www.ne211.org](http://www.ne211.org).

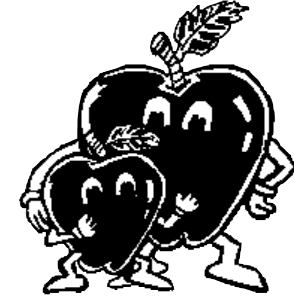
*A resource provided by LPS School Social Workers... because families matter.*

*Updated November 2008*



# SEXUAL HARASSMENT:

## What Every Parent Needs to Know



Sexual harassment is unwanted and unwelcome sexual behavior that makes a student feel uncomfortable or unsafe. It is a continuum of unwanted behaviors ranging from spoken or written comments and stares to actual physical assault and attempted rape. Sexual harassment demeans a student on the basis of his/her sex. It should not be confused with flirting. Sexual harassment does not feel good to the victim. It can be a form of bullying. It is about one person exerting power or control over another. Sexual harassment is against the law.

Sexual harassment can happen to anybody, both girls and boys. It may involve different-sex or same-sex situations. When in doubt, if the receiver does not feel good or comfortable about the interaction, it is probably sexual harassment. It doesn't matter what the harasser intended, if it was perceived as harassment it needs to stop. Sexual harassment can be a one-time occurrence, or it can happen many times over several weeks or months. No one deserves to be sexually harassed.

- *Sexual Harassment often happens over and over.*
- *Sexual Harassment gets worse if it's not stopped.*
- *Sexual Harassment violates LPS policy.*
- *Sexual Harassment is against the law.*

## SEXUAL HARASSMENT

MAY BE:



### VISUAL

- Mimicking someone in an insulting way
- Making suggestive body movements
- Making sexual or suggestive gestures or looks (i.e., winking, licking lips)
- Staring at someone's body or body parts
- Sexual drawings or pictures



### PHYSICAL

- Touching, pinching, or grabbing body parts
- Pulling someone's clothes or your own clothes off
- Giving "snuggies" or snapping bra straps
- Brushing up against someone
- Being forced to kiss, hug, etc. without your consent



### VERBAL

- Sexual or dirty notes and jokes
- Name calling or obscene remarks
- Making suggestive or sexual remarks about someone's body
- Spreading sexual rumors or rating other students as to sexual activity or performance
- Being called "gay" or "lesbian"
- Talking about one's sexual activity in front of others

# Sexual Harassment Hurts Everyone

## The Receiver may:

- Experience a loss of self-confidence or self-esteem
- Feel fear, anger, embarrassment, humiliation, anxiety, shame, or helplessness
- Find it hard to pay attention or concentrate in school
- Dread, or even avoid going to school or a class in which they expect harassment
- Withdraw from others, or develop other social problems
- Have difficulty sleeping
- Exhibit a change in dress or behavior
- Develop an inability to trust others

## The Harasser may:

- Experience disciplinary action at school including suspension or expulsion
- Suffer legal consequences that may include criminal or civil charges
- Be unaware that their behavior may be seen as sexual harassment
- Have trouble knowing and understanding how other people feel
- Have difficulty knowing the difference between flirting and sexual harassment
- Experience embarrassment and/or blame
- Experience isolation from peers
- Develop more serious behavioral problems without intervention

## School Policy 5480

### *Possible grounds for short-term suspension, long-term suspension, expulsion or mandatory reassignment.*

1. Use of violence, force, coercion, threat, intimidation, bullying (which includes any ongoing pattern of physical, verbal or electronic abuse), harassment or similar conduct in a manner that constitutes a substantial interference with school purposes.
2. The use of language, written or oral, or conduct, including gestures, which is profane or abusive to students or staff members. Profane or abusive language or conduct includes, but is not limited to, that which is commonly understood and intended to be derogatory toward a group or individual based upon economic status, race, ethnic background, culture, gender, sexual orientation, religion, age or ability.
3. Public indecency and sexual conduct.
4. Dressing in a manner wherein such dress is dangerous to the student's health and safety or to the health and safety of others or is distracting or indecent to the extent that it interferes with the learning and educational process.