



School Board

Board Policy Manual

- Section 1 - School District Organization
- Section 2 - Board of Education
- Section 3 - General School Administration
- Section 4 - Operational Services
- Section 5 - Personnel
- Section 6 - Instruction
- Section 7 - Students
 - 7:10 Equal Educational Opportunities
 - 7:15 Student and Family Privacy Rights
 - 7:20 Harassment of Students Prohibited**
 - 7:30 Student Assignment and Intra-District Transfers
 - 7:40 Nonpublic School Students, Including Parochial and Home-Schooled Students
 - 7:50 School Admissions and Student Transfers to and from Non-District Schools
 - 7:60 Residence
 - 7:70 Attendance and Truancy
 - 7:80 Release Time for Religious Instruction/Observance
 - 7:90 Release During School Hours
 - 7:100 Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students
 - 7:130 Student Rights and Responsibilities
 - 7:140 Search and Seizure
 - 7:150 Agency and Police Interviews
 - 7:160 Student Appearance
 - 7:170 Vandalism
 - 7:180 Preventing Bullying, Intimidation, and Harassment
 - 7:190 Student Discipline
 - 7:200 Suspension Procedures
 - 7:210 Expulsion Procedures
 - 7:220 Bus Conduct
 - 7:230 Misconduct by Students with Disabilities
 - 7:240 Conduct Code for Participants in Extracurricular Activities
 - 7:250 Student Support Services
 - 7:260 Exemption from Physical Activities
 - 7:270 Administering Medicines to Students
 - 7:275 Orders to Forgo Life-Sustaining Treatment
 - 7:280 Communicable and Chronic Infectious Disease
 - 7:285 Food Allergy

[School Board](#) » [Board Policy Manual](#) » [Section 7 - Students](#) » [7:20 Harassment of Students Prohibited](#)

Section 7 - Students

Equity

Policy 7:20

Harassment of Student Prohibited

No person, including a District employee or agent, or student, shall harass, intimidate or bully another student based upon a student's race, color, nationality, sex, sexual orientation, ancestry, age, religion, creed, physical or mental disability, gender identity, order of protection status, status of being homeless, or actual or potential marital or parental status, including pregnancy, or other protected group status. The District will not tolerate harassing, intimidating conduct, or bullying whether verbal, physical, or visual, that affects the tangible benefits of education, that unreasonably interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment. Examples of prohibited conduct include name-calling, using derogatory slurs, causing psychological harm, threatening or causing physical harm, or wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above.

Complaints of harassment, intimidation or bullying are handled according to the provisions on sexual harassment below. The Superintendent shall use reasonable measures to inform staff members and students that the District will not tolerate harassment, intimidation or bullying by including this policy in the appropriate handbooks.

Sexual Harassment Prohibited

Sexual harassment of students is prohibited. Any person, including a district employee or agent, or student, engages in sexual harassment whenever he or she makes sexual advances, requests sexual favors, and engages in other verbal or physical conduct of a sexual or sex-based nature, imposed on the basis of sex, that:

1. Denies or limits the provision of educational aid, benefits, services, or treatment; or that makes such conduct a condition of a student's academic status; or
2. Has the purpose or effect of:
 - a. Substantially interfering with a student's educational environment;
 - b. Creating an intimidating, hostile, or offensive educational environment;
 - c. Depriving a student of educational aid, benefits, services, or treatment; or
 - d. Making submission to or rejection of such conduct the basis for academic decisions affecting a student.

The terms "intimidating," "hostile," and "offensive" include conduct that has the effect of humiliation, embarrassment, or discomfort. Examples of sexual harassment include touching, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, and spreading rumors related to a person's alleged sexual activities.

Management Program
7:290 Adolescent Suicide Awareness and Prevention Programs
7:300 Extracurricular Athletics
7:305 Student Athlete Concussions and Head Injuries
7:310 Restrictions on Publications and Written or Electronic Material
7:325 Student Fund-Raising Activities
7:340 Student Records

Section 8 - Community Relations

Community/PMA Presentations
Board Member Portal
General Information
Guidelines for Public Participation
Meetings, Agendas, & Minutes
Meeting Documents
Rolling Calendar of Events

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MILLBURN DISTRICT 24

18550 Millburn Road
Wadsworth, Illinois 60083
847-356-8331
Fax: 847-356-9722

Students who believe they are victims of sexual harassment or have witnessed sexual harassment, are encouraged to discuss the matter with the student Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager. Students may choose to report to a person of the student's same sex. Complaints will be kept confidential to the extent possible given the need to investigate. Students who make good faith complaints will not be disciplined.

An allegation that one student was sexually harassed by another student shall be referred to the Building Principal, Assistant Building Principal, or Dean of Students for appropriate action.

The Superintendent shall insert into this policy the names, addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers. At least one of these individuals will be female, and at least one will be male.

Nondiscrimination Coordinator:

Name: Jason Lind
Address: 18550 Millburn Road Wadsworth, IL 60083
Telephone: 847-245-2800

Complaint Managers:

Name:	Stephen Johns	Elizabeth Keefe
Address:	18550 Millburn Road Wadsworth, IL 60083	18550 Millburn Road Wadsworth, IL 60083
Telephone:	847-245-2920	847-245-2777

The Superintendent shall use reasonable measures to inform staff members and students that the District will not tolerate sexual harassment, such as by including this policy in the appropriate handbooks.

Any District employee who is determined, after an investigation, to have engaged in sexual harassment will be subject to disciplinary action up to and including discharge. Any District student who is determined, after an investigation, to have engaged in sexual harassment will be subject to disciplinary action, including but not limited to, suspension and expulsion consistent with the discipline policy. Any person making a knowingly false accusation regarding sexual harassment will likewise be subject to disciplinary action up to and including discharge, with regard to employees, or suspension and expulsion, with regard to students.

LEGAL REF.:

20 U.S.C. §1681 *et seq.*, Title IX of the Educational Amendments.
34 C.F.R. Part 106.
105 ILCS 5/10-20.12, 10-22.5, 5/27-1, and 5/27-23.7.
775 ILCS 5/1-101 *et seq.*, Illinois Human Rights Act.
23 Ill.Admin.Code §1.240 and Part 200.
Davis v. Monroe County Board of Education, 119 S.Ct. 1661 (1999).
Franklin v. Gwinnett Co. Public Schools, 112 S.Ct. 1028 (1992).
Gebser v. Lago Vista Independent School District, 118 S.Ct. 1989 (1998).
West v. Derby Unified School District No. 260, 206 F.3d 1358 (10th Cir., 2000).

CROSS REF.:

2:260 (Uniform Grievance Procedure), 5:20 (Sexual Harassment), 7:10 (Equal Educational Opportunities), 7:190 (Student Discipline)

ADOPTED:

February 16, 2010

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