

NOTICE TO PARENT AND STUDENT RIGHTS

What is the District policy concerning sexual harassment?

The District forbids employee conduct constituting sexual harassment of students. The District forbids students from engaging in unwanted and unwelcome verbal or physical conduct of a sexual nature directed toward another student or a District employee. The District encourages parental and student support in its efforts to address and prevent sexual harassment in the public schools.

What is sexual harassment?

Sexual harassment includes any welcome or unwelcome sexual advances, requests for sexual favors, and other verbal (oral or written), nonverbal, physical, or visual conduct of a sexual nature. Examples of sexual harassment include, but are not limited to, unwelcome touching, crude jokes or pictures, discussions of sexual experiences, pressure for sexual activity, intimidation by words, actions, insults or name calling, teasing related to sexual characteristics, and spreading rumors related to a person's alleged sexual activities.

What laws address sexual harassment of students?

Sexual harassment of students by District employees may constitute discrimination on the basis of sex and is prohibited by Title IX (the federal law prohibiting gender-based discrimination by schools that receive federal funds).

Will I be informed if my child has been sexually harassed at school?

The District will notify parents of students involved in sexual harassment by students when the allegations are not minor or of any incident regarding sexual harassment by an employee. Notification may be by telephone, letter, or personal conference.

What will the District do when it learns of sexual harassment of a student?

When a principal or other school administrator received a report that a student is being sexually harassed, he or she will initiate an investigation and take prompt action to intervene.

What do I do if I am concerned that my child has been sexually harassed at school?

STUDENTS

3225P
Page 2 of 3

A student or parent who has a complaint alleging sexual harassment by other student(s) or sexual harassment by an employee may request a conference with the supervising teacher, the supervising teacher's designee, or the District's Title IX coordinator. The conference will be scheduled and held as soon as possible. The supervising teacher or Title IX coordinator will coordinate an investigation. Oral complaints should be reduced to writing to assist in the District's investigation. A complaint may also be filed separately with the Office of Civil Rights.

Who is the Title IX coordinator and how do I contact that person?

Board Designee

Principal

2575 East River Road, Livingston, MT

(406) 222-0059

The Title IX coordinator is a District employee who has the responsibility to assure District compliance with the requirement of Title IX. The coordinator will investigate or oversee an investigation of a complaint alleging violations of Title IX. The District has adopted complaint procedures for handling Title IX complaints, which may be obtained from the Supervising teacher or Title IX coordinator. The student may be accompanied by the parent or other advisor throughout the complaint process.

Will my complaint be confidential?

To the greatest extent possible, complaints will be treated in a confidential manner. Limited disclosure may be necessary in order to complete a thorough investigation.

What if I am not satisfied by the District's resolution of my complaint?

If the parent is not satisfied with the District's initial response to the complaint, he or she has fifteen days to request a conference with the supervising teacher, who will schedule and hold a conference. Prior to or at the conference, the student or parent shall submit a written statement of the complaint and any evidence in its support, the solution sought, the student's or parent's signature, and the date of the conference with the supervising teacher. If the parent is not satisfied with the Supervising teacher's response to the complaint, he or she has fifteen days to request that the complaint be heard by the Board at its next regular meeting, in accordance with policy 3215. The Board will hear the complaint in closed meeting, unless otherwise required by the Open Meetings Law. At the conclusion of the hearing, the Board will decide what action it deems appropriate.

STUDENTS

3225P
Page 3 of 3

Policy History:

Adopted on: February 17, 1998

Revised on: February 12, 2002

Revised on: February 9, 2016