

**Preventing
Sexual Harassment
&
Reporting Child Abuse**

Presentation Objectives

- Making clear a commitment to dignity and respect in our schools
- Learning what is prohibited
- Learning what to do to address inappropriate behavior
- Learning how to report suspected child abuse

Preventing Sexual Harassment

What is harassment?

- Intimidation by threats of or actual physical violence that create a climate of hostility or intimidation
- Or the use of language, conduct, or symbols in such manner as to convey hatred, contempt, or prejudice or to have the effect of insulting or stigmatizing an individual

Examples of harassment

- Offensive name calling, jokes, pictures, objects
- Unwanted touching, sexual advances, spreading of sexual rumors
- Offensive sexual remarks in the classroom
- Impeding work of student or employee on basis of discriminatory factors (i.e., race)
- Limiting access to tools on same basis

What is sexual harassment?

- Sexual attention that is unwanted
- Includes any *unwelcome*:
 - Physical contact
 - Sexual remarks about a person's clothing or body
 - Sexual questions, jokes, anecdotes, or stories
 - Sexually explicit materials in the classroom or workplace that have no educational or work-related purpose

Who can experience sexual harassment?

- **Direct targets of harassment (students, employees, volunteers)**
- **Indirect targets of harassment (bystanders, witnesses)**

Consequences of sexual harassment

- **EMPLOYEE**—subject to disciplinary action including but not limited to termination of employment
- **STUDENT**—subject to disciplinary action that may result in suspension or expulsion
- **ASU VOLUNTEER**—subject to disciplinary action including but not limited to expulsion from the Teacher Education Program

What to do if you experience harassment/discrimination?

- **If you experience or witness this type of interference SEEK ASSISTANCE WITHIN THE SCHOOL SYSTEM PROMPTLY.**
 - **Talk to someone you trust**
 - **Keep a written record**
 - **Make it clear to the harasser that the behavior will not be tolerated**
 - **Report to an authority and file the appropriate forms**

What if it is a student?

- **Listen carefully to student's allegations**
- **Let student know you take him/her seriously**
- **Complete the district forms or accompany student to appropriate person who has the forms**

Who is responsible for addressing harassment?

- **ALL administrators and staff must be responsible for implementing district policy regarding harassment.**

Who handles formal and informal complaints?

- Superintendent
- Title IX Coordinator
- Building principals
- School guidance counselors

General guiding principles

- Familiarize yourself with the district policy
- Address incidents of sexual harassment immediately
- Cooperate with authorities
- Thorough investigation
- Satisfactory resolution

Follow the **FACTS**

- **Familiarize yourself with the district policy**
 - Read the policy
 - Ask questions
 - Keep a copy in a safe place

Follow the **FACTS**

- Address incidents of sexual harassment immediately
 - Employee must report
 - Administration must respond

Follow the **FACTS**

- Cooperate

- Full cooperation of all parties is expected and required

Follow the **FACTS**

- Thorough investigation
 - Documentation of complaints
 - Employee/student interviews
 - Signed statements

Follow the **FACTS**

- Satisfactory resolution
 - Swift response and resolution
 - Objective review of the facts
 - Fair and appropriate response

Child Abuse Reporting

Child Abuse Reporting

■ Texas Family Code, Chapter 261:

Provides that “any person having cause to believe that a child’s physical or mental health or welfare has been or may be adversely affected by abuse or neglect shall report” to any local or state law enforcement agency.

Child Abuse Reporting

- **Abuse – Any act or failure to act that places a child in jeopardy of physical, mental, or emotional injuries.**
- **Report must be made within 48 hours after professional has cause to believe abuse has occurred.**

Child Abuse Reporting

- **Report contents –**
 - **Description of believed abuse.**
 - **Name and address of child.**
 - **Name and address of person.
responsible for child's welfare.**
 - **Any other pertinent information.**

Child Abuse Reporting

- Reporter may remain anonymous, but this is not encouraged.
- Reporter's identity is confidential and may only be disclosed to an investigating law enforcement officer or with a court order.

Child Abuse Reporting

- Investigations will be handled by the Texas Department of Protective and Regulatory Services, Child Protective Division.
- Investigations will include interviews, physical examinations, and home visits.

Child Abuse Reporting

- **Section 261.106 of the Texas Family Code affords immunity from both civil and criminal liability to those who report or assist in the investigation of reports pursuant to Chapter 34.**
- **Failure to report is a Class B misdemeanor punishable by a fine of up to \$2000 and/or up to 180 days in jail.**
- **False reports are considered a Class A misdemeanor and are also punishable by law.**

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Presentation Summary

- To this end, any incident of sexual harassment should be reported immediately. Responsible adults must immediately address and correct any report of such activity.
- All staff and students should work together to eliminate harassment.
- A school environment that is free of harassment is one that is supportive and beneficial to all.

Presentation Summary

- Sexual harassment is prohibited by Title VII.
- Sexual harassment is conduct of a sexual nature in the school or workplace.
- Sexual harassment is unwelcome advances or requests for sexual favors, or verbal or physical conduct of a sexual nature.
- Any employee or student can commit sexual harassment.

Presentation Summary

- Sexual harassment is physical, verbal, or visual conduct of a sexual nature in the school or workplace that is unwelcome.
- Sexual harassment is unlawful.
- It is required by law to report incidents of child abuse within 48 hours.
- Failure to report child abuse and making false reports of abuse are punishable by law.