

3208 Allegation of sexual harassment

	<i>Investigation Inquiries</i>	Factual finding	Evidence Source	Conclusion
3208 Alleging sexual harassment (i.e. inappropriate conduct of sexual nature)				
3 Part Analysis: 1) Did student(s) engage in harassing behaviors toward targeted student? 2) Was harassing behavior “of a sexual nature”? a. If determined to be harassing conduct of a sexual nature, was the conduct sufficiently severe, persistent, or pervasive to constitute a hostile education environment? 3) What was response of District staff upon notice to stop behavior, prevent recurrence, remedy effects?				
Incident(s)				
Incident a	<ul style="list-style-type: none"> • <i>Date</i> • <i>Students involved</i> • <i>Staff involved</i> • <i>Description of incident</i> 			
Incident b	<ul style="list-style-type: none"> • <i>Date</i> • <i>Students involved</i> • <i>Staff involved</i> • <i>Description of incident</i> 			
Incident c	<ul style="list-style-type: none"> • <i>Date</i> • <i>Students involved</i> • <i>Staff involved</i> • <i>Description of incident</i> 			
Did students engage in harassing behavior of a sexual nature toward aggrieved student? (If not determined to be “of a sexual nature”, no violation of 3208. Move to analyze under 3207, whether violates general HIB policy) “of a sexual nature” - broad standard that includes conduct or comments about sex (the physical act), based on sex (persons being male or female), or based on sex or gender-based stereotyping. “Conduct” can be verbal comments, including unwelcome sexual advances, requests for sexual favors, and derogatory remarks; nonverbal conduct, such as graffiti, text messages, or notes; and/or physical conduct such as touching of sexual body parts, fondling, sexual assault, rape, and other forms of sexual violence.				
Student B:				
Student C:				

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Was sexually harassing behavior severe?	<ul style="list-style-type: none"> • <i>Injury? Describe</i> • <i>Any absence from class? Which class, number of days</i> • <i>Any absence from school? Number of days</i> 			
Was sexually harassing behavior persistent?	<i>Continued over time by same individual</i>			
Was sexually harassing behavior pervasive?	<i>Large number of individuals engaging in same behavior toward student</i>			

Duty upon notice of alleged religion-based harassing behaviors	<ul style="list-style-type: none"> • <i>Date of notice</i> • <i>How notice provided</i> • <i>Notice provided by [name of individual] to [name of District staff]</i> 			
Prompt investigation	<i>Date investigation completed</i>			
Thorough & effective investigation	<i>Description of investigation steps taken by District staff</i>			
Action taken to stop harassing behaviors?				
Action taken to prevent recurrence?				
Action taken to remedy Effects?				

	Investigation inquiries	Factual finding	Source of Evidence	Conclusion
3207				
Two part analysis -				

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<p>1) Did students engage in harassing behavior toward aggrieved student? a. Was harassing behavior severe, persistent, or pervasive to result in hostile environment? 2) If harassing behaviors found, what was response of District staff upon notice?</p>				
Incident A	<ul style="list-style-type: none"> • <i>Date</i> • <i>Students involved</i> • <i>Staff involved</i> • <i>Description of incident</i> 			
Incident B	<ul style="list-style-type: none"> • <i>Date</i> • <i>Students involved</i> • <i>Staff involved</i> • <i>Description of incident</i> 			
Incident C	<ul style="list-style-type: none"> • <i>Date</i> • <i>Students involved</i> • <i>Staff involved</i> • <i>Description of incident</i> 			
Was harassing behavior severe?	<ul style="list-style-type: none"> • <i>Injury?</i> • <i>Describe</i> • <i>Any absence from class? Which class, number of days</i> • <i>Any absence from school? Number of days</i> 			
Was harassing behavior persistent?	<i>Continued over time by same individual</i>			
Was harassing behavior pervasive	<i>Large number of individuals engaging in same behavior toward student</i>			

Duty upon NOTICE of alleged harassing behaviors	<ul style="list-style-type: none"> • <i>Date of notice</i> • <i>How notice provided</i> • <i>Notice provided by</i> 			

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	<i>[name of individual] to [name of District staff]</i>			
Prompt investigation	<i>Date investigation completed</i>			
Thorough & effective investigation	<i>Describe investigation steps taken by District staff</i>			
Action to stop harassing behaviors?				
Action to prevent recurrence?				
Action to remedy effects?				