

**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**

- **F**amiliarize 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.**

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.**

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.**