



THREATS, HARASSMENT, & BULLYING POLICY

THREATS

Threats of any kind, (physical, verbal, written, via telephone and/or computer) made to any student, district employee, faculty or administrator will be dealt with on a case by case basis. Discipline to the violator may include but is not limited to Detention, OSS, referral to the Joint Operating Committee for expulsion, and the possibility of arrest. Please note that it is the parent/guardian's responsibility to contact the Police for threats made outside of school.

HARASSMENT/BULLYING/CYBER BULLYING

The Lawrence County Lawrence County Career & Technical Center strives to provide a safe, positive learning climate for students in the school. Any form of harassment that consists of verbal, written, graphic, visual, physical, electronic, sexual, or conduct relating to an individual's race, color, sexual orientation, national origin/ethnicity, gender, age, disability, or religion is not tolerated.

Cyber bullying is sending or posting harmful or cruel text or images using the Internet or other digital communication devices, including cell phones and PDA's (personal digital assistants). Cyber bullying can include:

- Sending cruel, vicious or threatening emails.
- Creating Web sites that have stories, pictures and jokes ridiculing others.
- Posting pictures of other students/kids online with derogatory phrases or questions attached to them.
- Using someone else's email to send vicious or incriminating emails to others.
- Using instant messaging tools to harass others.

Any student who believes she/he has been subject to conduct that constitutes a violation of this policy is encouraged to immediately report the incident to the building principal or a district employee. Disciplinary action for those students in violation of the harassment policy can include, but are not limited to, ALC, OSS, referral to the Joint Operating Committee for expulsion, and the possibility of arrest. Any form of bullying will be handled as a discipline issue that substantially interferes with a student's education, creating a threatening environment, and/or disrupts the orderly operation of the "school setting" as described below:

- School
- School grounds
- School vehicles
- Designated bus
- Activity sponsored, supervised or sanctioned by the school

Please note that LCCTC Administrators are not responsible for policing students' social media. This is the parent/guardian's responsibility.

SEXUAL HARASSMENT

Sexual harassment of students is a real and serious problem in education at all levels, including elementary and secondary schools. It can affect any student, regardless of sex, race, or age. Sexual harassment can threaten a student's physical or emotional well-being, influence how well a student does in school, and make it difficult for a student to achieve his or her career goals. Moreover, sexual harassment is illegal--Title IX of the Education Amendments of 1972 (Title IX) prohibits sex discrimination, including sexual harassment. Title IX protects students from unlawful sexual harassment in all school programs or activities, whether they take place in the facilities of the school, on a school bus, at a class or training program sponsored by the school at another location.

Preventing and remedying sexual harassment in schools is essential to ensure nondiscriminatory and safe environments in which students can learn. Students should feel safe and comfortable walking down the halls of his or her school. Sexual harassment will not be condoned with an attitude of "that's just emerging adolescent sexuality" or that it should just be ignored.

Some examples of sexual conduct are (including, but not limited to), which may be directed towards a particular person or persons:

- sexual advances
- touching of a sexual nature
- graffiti of a sexual nature
- displaying or distributing of sexually explicit drawings, pictures and written materials
- sexual gestures
- sexual or "dirty" jokes
- pressure for sexual favors
- touching oneself sexually or talking about one's sexual activity in front of others
- spreading rumors about or rating other students as to sexual activity or performance
- sending messages and/or pictures of a sexual nature by computer, cell phone or any other device.

Students who are involved in consenting activities (of a sexual nature) are not guilty of sexual harassment, however, the activities may be considered as inappropriate displays of affection. Students who are involved in inappropriate displays of affection may (as a consequence of their behavior) be subject to ALC, Out of School Suspension or other disciplinary action.

Students who sexually harass other students are subject to ALC, out of school suspension, expulsion and charges at the magistrate (in addition to school discipline).

Students who feel that they are being sexually harassed should report it immediately to a teacher, a guidance counselor, the principal or the director of the Lawrence County CTC. Parents are encouraged to report situations to the principal or the director.