

## **JBB - HARASSMENT OF STUDENTS**

The Board of Education is committed to maintaining a learning environment for students that is free from harassment based on an individual's race, color, creed, religion, national origin, ancestry, sex, sexual orientation, gender identity, gender expression, or disability. All such harassment by District employees, authorized volunteers, students and third parties is strictly prohibited. As used in this policy and as defined by Colorado statute, "sexual orientation" means an individual's orientation toward heterosexuality, homosexuality, bisexuality or transgender status, or another individual's perception thereof.

Harassment based on race, color, creed, religion, national origin, ancestry, sex, sexual orientation, gender identity, gender expression, or disability will be regarded as a violation of this policy when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of a student's education; (2) submission to or rejection of such conduct is used as the basis for educational decisions affecting the student; or (3) such conduct has the purpose or effect of adversely affecting a student's ability to participate in or benefit from District program(s), or of creating an intimidating, hostile or offensive educational environment.

Harassment based on race or color can include unwelcome, hostile or offensive verbal, written or physical conduct based on or directed at the characteristics of a student's race or color, such as nicknames emphasizing stereotypes, racial slurs and negative references to racial customs.

Harassment based on religion can include unwelcome, hostile or offensive verbal,



All administrators, counselors, teachers and other employees/authorized volunteers who have such harassment reported to them or otherwise have reason to believe it is occurring shall promptly forward the report(s) and/or other information to the principal or principal's designee for appropriate action. If the harassment is purportedly being committed by the principal or another administrator in the building, the report(s) and/or other information shall be forwarded to the director of student services. All reports of allegations of sexual harassment or non-

with his or her parent(s) or guardian(s) and the principal or principal's designee; be subject to remedial action such as education or counseling; and be subject to disciplinary action up to and including suspension or expulsion. As set forth in Policy GBAA, Harassment of Employees, any District employee who engages in harassment of a student based on the student's race, color, religion, national origin, ancestry, sex,

