

East Allen County Schools

POLICY AGAINST SEXUAL HARASSMENT AND HARASSMENT DUE TO RACE, NATIONAL ORIGIN, RELIGION, OR DISABILITY



It is the policy of East Allen County Schools to assure that neither students nor staff are subjected to racial, sexual, religious, ethnic, or disability harassment.

**Religious, Ethnic, Racial,
Sexual & Disability Harassment
Are Against The Law**

1. RESPECT Everyone at EACS has a right to feel respected and safe. Consequently, we want you to know about our policy to prevent sexual harassment, and harassment because of race, national origin, religion or disability.

2. HARASSMENT: Harassment refers to unwanted or unwelcome behavior related to disability, religion, national origin, race, or gender that makes the recipient feel afraid, embarrassed, helpless, angry, or unsafe or upsets the recipient to the point he/she cannot learn, cannot teach, or be effective at school or at his/her job. Harassment may include the following when related to disability, religion, national origin, race or gender:

- A. Name calling, insults, slurs, jokes or rumors;
- B. Pulling on clothing;
- C. Graffiti;
- D. Notes or cartoons;
- E. Unwelcome touching, patting, pinching or other physical contact;
- F. Offensive or graphic posters or books covers;
- G. Obscene gestures.
- H. Violent acts.

3. HARASSER: A harasser may be a student or adult. Harassment is prohibited between staff members, between staff members and students, between students, and from members of the public directed at students or staff on school property or at school sponsored events.

4. REPORTING: If any words or actions make you feel uncomfortable, you need to tell a teacher, counselor, your principal or the designated contact person listed below. You may also make a written report which should be given to a teacher, counselor, your principal or the designated contact person listed below.

5. CONFIDENTIALITY:
Your right to privacy will be respected as much as possible.

6. RESPONSE: We take seriously all reports of religious, ethnic, racial, sexual or disability harassment and will take all appropriate actions based on your report.

7. RETALIATION: We will also take action if anyone tries to intimidate you or takes action to harm you because you have made a report.

8. CONTACT: If you have any questions or concerns about EACS' anti-harassment policy or wish to file a complaint with someone other than a teacher or principal contact:

J. Timothy McCaulay
General Counsel/Executive Director of Employee Relations
East Allen County Schools
1240 State Road 930 East
New Haven, Indiana 46774
(260)446-0100