

Tamaroa Grade School

Sexual Harassment & Sexual Intimidation Prevention Policy

Tamaroa Grade School is committed to maintaining a safe, respectful, and inclusive learning environment for all students. The District does not tolerate sexual harassment, sexual intimidation, or sexual misconduct in any form by any school employee, student, volunteer, contractor, or any individual participating in school programs or activities.

This policy applies to all school-related activities, including classrooms, school grounds, school transportation, extracurricular activities, field trips, and any school-sponsored event.

Definition of Sexual Harassment

Sexual harassment is any unwelcome conduct of a sexual nature that interferes with a student's education, creates a hostile or intimidating environment, or affects a student's ability to participate in school programs or activities.

Examples may include, but are not limited to:

- Unwelcome sexual comments, jokes, or gestures
 - Inappropriate touching or physical contact
 - Sexual rumors, teasing, or intimidation
 - Display or sharing of inappropriate images or messages
 - Requests for sexual favors
 - Any form of sexual assault or coercion
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Age-Appropriate Education and Prevention

The District provides age-appropriate instruction and guidance to students on:

- Respectful behavior and personal boundaries
- How to recognize inappropriate conduct
- How to report concerns safely
- Understanding that harassment and intimidation are not acceptable

These expectations are reinforced through classroom instruction, school programming, and the student code of conduct.

Reporting Procedures

Any student, parent/guardian, staff member, or community member who believes sexual harassment or intimidation has occurred is encouraged to report the concern immediately.

Reports may be made to:

- The Superintendent/Principal
- A teacher or staff member
- The school office

All reports will be taken seriously and handled promptly and confidentially to the extent possible.

Investigation and Response

The District will:

- Promptly investigate all complaints
- Take appropriate corrective action when misconduct is confirmed
- Protect students from retaliation
- Provide supportive measures when needed

Disciplinary actions will follow the District's Code of Conduct and applicable laws.

Prohibition of Retaliation

Retaliation against any individual who reports sexual harassment or participates in an investigation is strictly prohibited and will result in disciplinary action.

Policy Availability

This Sexual Harassment & Sexual Intimidation Prevention Policy:

- Is posted on the District's website
 - Is included in the Student Code of Conduct Handbook
 - Is available in school offices upon request
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Commitment to Student Safety

Tamaroa Grade School remains dedicated to:

- ✓ Creating a safe learning environment
- ✓ Protecting students' rights and dignity
- ✓ Responding promptly to concerns
- ✓ Educating students on respectful behavior