The Board of Director's of Spokane Public Schools is firmly committed to having a positive educational and work environment that encourages respect, dignity, and equality for students, patrons, parents/guardians, applicants, volunteers, contractors, and employees. The Board will NOT tolerate harassment or discrimination in the school district's education or working environment, regardless of whether the harassment or discrimination is based on conduct that is adult to student, student to adult, student to student, adult to adult, male to female, female to male, male to male, or female to female.

Harassment and discrimination on the basis of race, color, religion, ancestry, national origin, gender/sex, age, sexual orientation, or disability are prohibited and unlawful.

What is Harassment/Discrimination?

Harassment and discrimination is unwanted behavior, speech, writing, or pictures directed at an individual or group because of race, color, religion, ancestry, national origin, gender/sex, age, sexual orientation, or disability. It does NOT matter if the person who is doing the harassment says he or she was only kidding or just having fun. If his or her behavior hurts someone, it is WRONG!

Three types of harassment

1. Hostile Environment
   Behavior that is clearly wrong any time it happens and interferes with an individual's educational or work performance or creates an intimidating, hostile or offensive educational or work environment.

   - Unwanted or uninvited sexual advances
   - Requests for sexual favors
   - Unwanted derogatory comments, slurs, jokes, cartoons, pictures, gestures, innuendos, or other unwelcome or uninvited verbal or physical conduct of a sexual nature or based on race, color, religion, ancestry, national origin, gender, age, sexual orientation, or disability.

2. Quid Pro Quo Sexual Harassment
   “Something for something”. Behavior that is clearly wrong any time it happens and involves the request for unwanted sexual behavior as a condition of employment or of an educational decision such as a grade.

   - Unwelcome or uninvited sexual advances
   - Requests for sexual favors
   - Sexual comments
   - Sexual cartoons, posters
   - Sexual innuendos and any other unwelcome or uninvited verbal or physical conduct of a sexual nature.

3. Malicious Harassment
   Behavior that is hateful or mean and intentional towards a person or group based on a person's perception of another's race, color, religion, ancestry, national origin, gender, sexual orientation, or disability.

   - Physical injury
   - Physical damage to or destruction of property
   - Threats towards a person or group and places the person(s) in reasonable fear of harm

What are my rights?

You have the right under federal and state law to go to school or work without being harassed. If harassment occurs, you have the right to take action to stop it. You have the right to be protected against retaliation. Your school has the legal obligation to have a policy to prevent harassment and to deal with harassment if it happens.

What should I do if harassed or experience discrimination?

- Don't blame yourself. ... harassment is WRONG!
- Keep a journal or write yourself notes with the date and time of the incidents
- Tell the harasser that their behavior is unwelcome and to just stop it!
- Tell a close friend - not to spread gossip, but for support
- Tell your parents, the principal, your teacher or a counselor
- Use a third party such as the equal opportunity officer, to talk with the harasser
- Write a letter to the alleged harasser, identifying what happened and how it made you feel
- Put a copy of the district's harassment policy in the alleged harassers mailbox or locker
- Use a mediator to meet with the alleged harasser
- Request that your complaint be kept as confidential as possible
- Learn about your school’s harassment policy
- Ask what process will be followed to resolve your complaint
- If you are scared, angry or confused, ask for counseling and support

Who to Contact

Ivan Bush
Equal Employment Officer
Tele: 354-7344
Have you seen?
• Weapons
• Drugs or Alcohol
• Theft

Have you seen or heard?
• Harassment  
  (race, religion, national origin, gender,  
  sexual orientation, disability)
• Bullying/Intimidation
• Threats

354-7233

Make your school safe, call to report any of these.