

Sexual Harassment and Sexual Assault Information Guide

Saugatuck Public Schools



District Title IX Coordinator

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District Policies Related to Sexual Harassment and Sexual Assault

The Saugatuck Public Schools board of education has adopted specific policies related to sexual harassment and sexual assault.

The most recently adopted, **Policy 2264, Nondiscrimination on the Basis of Sex in Education Programs or Activities** complies with recent changes to Title IX regulations. It asserts that The Board of the Saugatuck Public School District does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX, including in admission and employment. Discrimination on the basis of sex includes discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity. The Board is committed to maintaining an education and work environment that is free from sex discrimination (including sex-based harassment), responding promptly and effectively when it has knowledge of conduct that reasonably may constitute sex discrimination, and addressing sex discrimination in its education program or activity. Persons who commit sex-based harassment are subject to the full range of disciplinary sanctions set forth in this policy. The Board will provide persons who have experienced sex-based harassment ongoing remedies as reasonably necessary to restore or preserve access to the District's education program or activity

Policy 0145, Discriminatory Harassment outlines the Board of Education's intent to provide an environment that fosters the respect and dignity of each person. To this end, the Board is committed to maintaining an environment free of harassment and intimidation. Sexual harassment includes all unwelcome sexual advances, requests for sexual favors, and verbal or physical contacts of a sexual nature whenever submission to such conduct is made a condition of employment or a basis for an employment decision. Other prohibited conduct includes that which has the purpose or effect of creating an intimidating, hostile, discriminatory, or offensive environment on the basis of gender, religion, race, color, national origin or ancestry, age, disability, height, weight, marital status, and/or any other legally protected characteristic.

The harassment of a student, staff member, or third party (e.g. visiting speaker, athletic team member, volunteer, parent, etc.) is strictly forbidden. Any person who is found to have violated this policy will be subject to discipline in accordance with law.

Policies 1422, 2260, 3122, and 4122 Nondiscrimination and Access to Equal Educational Opportunity apply to administrators, programs, professional staff and support staff respectively, and state that The Board of Education does not discriminate on the basis of race, color, national origin, sex (including sexual orientation and gender identity), disability, age, religion, height, weight, marital or family status, military status, ancestry, genetic information, or any other legally protected category, (collectively, "Protected Classes"), in its programs and activities, including employment opportunities

Policies 1662, 3362,4362, and 5517 Anti-Harassment apply to administrators, professional staff, support staff and students and outline Board of Education policies to maintain an education and work environment that is free from all forms of unlawful harassment, including sexual harassment. This commitment applies to all School District operations, programs, and activities.

For the complete policies on Sexual Harassment and Sexual Assault, visit the district's nondiscrimination/Title IX webpage at <https://saugatuckpublicschools.com/title-ix/>.

The policies prohibit adverse action against a person for reporting sexual harassment and sexual assault.