

POLICY

ANNE ARUNDEL COUNTY PUBLIC SCHOOLS

Related Entries: AC, GAGG, GAGG-RA, JCCA, JCCA-RA, JCH, JCH-RA, JO, JO-RA

Responsible Office: DIVISION OF HUMAN RESOURCES, DIVISION OF STUDENT SUPPORT SERVICES,
OFFICE OF EQUITY AND ACCELERATED STUDENT ACHIEVEMENT

STUDENT SEXUAL HARASSMENT AND MISCONDUCT

A. PURPOSE

To establish a policy on the prohibition of student sexual harassment and misconduct at Anne Arundel County Public Schools (AACPS).

B. ISSUE

The Board of Education of Anne Arundel County (Board) acknowledges that sexual harassment and misconduct is a form of discrimination on the basis of sex that is prohibited by Title IX of the Education Amendments of 1972 (Title IX). AACPS complies with the aforementioned federal law and enforces federal, State, and local laws that prohibit discrimination on the basis of sex. Accordingly, AACPS complies with the Title IX mandate to designate a Title IX Coordinator, and AACPS provides a fair and equitable process to all parties involved. Additionally, AACPS implements post-resolution measures that are designed to prevent the recurrence of sexual harassment and misconduct.

Sexual harassment and misconduct includes any unwelcome sexual advances, requests for sexual favors, other physical or verbal conduct, or any conduct of a sexual nature which substantially interferes with a student's educational benefits, opportunities, or performance. The prevention of sexual harassment and misconduct requires a concerted effort to support a whole-school based prevention and intervention program that involves all stakeholders in the school community.

Complaints of criminal sexual harassment or misconduct shall be promptly reported to law enforcement and will be addressed in accordance with relevant AACPS policies and regulations. Notwithstanding any provision outlined in this policy, students retain the right to make reports to local law enforcement.

C. POSITION

1. The Board is committed to providing AACPS students a safe and supportive environment free of sexual harassment and misconduct. Accordingly, sexual harassment and misconduct are prohibited at AACPS.

2. AACPS students are expected to treat each other with mutual respect.
3. Complaints alleging student sexual harassment or misconduct shall be addressed in accordance with the procedures set forth in Regulation JO-RA – Bias Behavior and Language.
4. It is a violation of this policy for an AACPS student to engage in sexual harassment or misconduct on AACPS property, on a school bus, at school-sponsored activities, or in any manner that substantially disrupts the orderly operation of a school regardless of where the incident occurs.
5. It is a violation of this policy for an AACPS student to engage in retaliation against individuals – victims, witnesses, or bystanders – who report acts of sexual harassment or misconduct.
6. A violation of this policy shall be addressed in accordance with Regulation JO-RA – Bias Behavior and Language and the *AACPS Code of Student Conduct*.
7. Complaints alleging sexual harassment or misconduct by an AACPS employee, volunteer, or other third party shall be reported to the Office of Investigations for appropriate action. Such complaints shall also be reported to the Equal Employment Opportunity Compliance Office and shall be addressed in accordance with Policy JCH – Student Complaints Related to Policy, Regulation, or Law.

D. IMPLEMENTATION

The Superintendent is authorized to develop regulations to implement this policy.

Policy History: Adopted on 12/4/19

Note Previous Policy History: None