

## Disability Harassment

### OCR steps to address disability harassment:

- Policies and procedures should be in place
- Parents and students should know where policies and procedures are located
- An action plan for staff to follow when harassment takes place
- Conduct an immediate and appropriate action about known actions
- Take appropriate steps after completion of investigation
- Monitor effectiveness of steps taken
- The district should assign someone to follow-up with victim and staff who are in a position to see if harassment has stopped
- Parents should also be contacted because they may have information the staff cannot see in a school setting

### Signs corrective action is not working:

- The student is not attending school
- The student's grades are dropping
- The student isolates self from other students
- An increase in behavior may also be a sign

"You can have the best policy, but unless you have someone overseeing, it will be ineffective"

Bullying, Section 504 Compliance Advisor, vol.15, is. 8 pg. 5

## Sexual Harassment Guidelines

### Title IX statute:

The Title IX statute and the laws implement regulations and require school officials to take the following responsive actions when they have knowledge of sexual misconduct.

- Investigate the allegations they know about (or should have known about);
- Take steps reasonably calculated to end the alleged harassment;
- Eliminate any hostile environment; and
- Prevent the misconduct from reoccurring.

### Title IX also mandates that federally funded programs:

- Adopt and disseminate a non-discrimination policy.
- Grievance process must be in place to address complaints.
- District/Charter school must have a Title IX coordinator that handles any issues that may arise.
- The Title IX coordinators name and number must be known throughout the district.

### A prompt Response:

Not only must a district be prompt with their response, but also equitable. Equity includes these factors.

- Adequate, reliable and impartial investigation of complaints, including the opportunity to present witnesses and evidence;
- Procedures that provide for notice to the parties of the outcome of the complaint; and
- Steps to prevent reoccurrence of the harassment and correct discriminatory effects found.

### Training Must Remedy Hostile Environment:

- Training must eliminate and prevent a hostile environment