
Understanding sex discrimination

Sex discrimination occurs when a person is treated unfavorably based on their actual or perceived sex, gender, gender identity or expression, or sexual orientation. Sex discrimination can be experienced by anyone.

Sexual harassment, sexual assault, and gender-based harassment are all forms of sex discrimination.

Sexual harassment is characterized by unwelcome language or conduct of a sexual nature. The behavior is sufficiently severe, persistent, or pervasive such that it could create an intimidating, hostile, or offensive environment or impact an individual's academic or work performance.

Sexual assault is sexual contact with another person without, or that exceeds, that person's consent.

Gender-based harassment, or discriminatory harassment based on sex, is characterized by unwelcome or derogatory language or behavior that is motivated by gender or gender identity.

EASD #13 prohibits retaliation against any person for reporting, cooperating in an investigation or participating in the district's complaint resolution process, and/or for exercising their rights under district policy.

Resources & Support

If you have experienced any form of sex discrimination, support resources are available whether or not you make a formal complaint or request an investigation.

Counseling and Advocacy

Our school psychologist have legally protected confidentiality and only share information with others when given specific permission by the survivor/victim - or when required by law. The administrators over Title IX do not have the same legally protected confidentiality, but protect the privacy of individuals who have been impacted by sexual misconduct. They share information as needed to respond to the requests of those who have been harmed, to assess community safety, or to comply with legal requirements.

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STOP

Sexual and Gender-based

DISCRIMINATION

HARASSMENT

ASSAULT

VIOLENCE

DEROGATORY

COMMENTS

STALKING

OFFENSIVE

BEHAVIOR

Recognizing the Behaviors

What could constitute sexual harassment?

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and/or sexually suggestive conduct. This may include conduct that:

- Can be observed: gestures, staring, sexually explicit images, sexually suggestive objects
- Can be heard: jokes; derogatory comments, slurs
- Can be felt: unwanted bodily contact (pinching, rubbing, hugging, etc), restricting a person's movement
- Utilizes power dynamics to create fear or to undermine, coerce, or intimidate
- Occurs in person or electronically, through text, email, or social media

The above lists are not exhaustive.

If you are uncomfortable with behavior you have experienced or observed or are unsure if it could constitute sexual harassment, consider consulting a district resource, such as the school psychologist, building principal or Title IX Coordinator (Mrs. Smith).

You can access resources and receive support without confronting the offending party. However, if you feel comfortable in doing so, you can tell the person that their “**behavior is inappropriate and they should stop the offensive or unwelcome conduct.**”

If that approach doesn't feel right, ask for help from a supervisor, colleague, friend, or another person you trust. Connect with a district resource to learn more about your rights and reporting options.

What to do if you Witness or Become Aware of Concerning Behavior

When you learn that a member of our district has experienced harm, you are encouraged to contact the Stop Bullying program on the district website, district staff will assess for immediate safety concerns and provide consultation and support tailored to the situation. You can contact Stop Bullying anonymously.

Stop Bullying is available 24 hours/7 days a week at www.easd13.org or stopbullying@easd13.org

Any unwelcome behavior, even conduct that does not clearly violate district policy, can be addressed.

Other reasons you might need to contact someone:

If you have concerns about or become aware of sexual misconduct that involves a minor, you should contact Stop Bullying.

Prevention & Engagement

Students receive education about sexual discrimination and harassment, including warning signs, in school from their homeroom teacher or Health teacher.

Students are also taught where to locate the Stop Bullying link on the district website in order to share a complaint or concern with the district.

Commit to working towards and maintaining equitable, respectful, and inclusive work and learning environments.

Make a Formal Complaint

You have the right to make a formal complaint to the District, a report to the police, to do both or neither. Contact Mrs. Alyssa Smith at 433-2103 or asmith@easd13.org

You will receive information to help you understand your options, what to expect in the process and start the proceedings, if you choose to file the formal complaint.

Federal & State Laws

Laws and regulations, including Title IX, prohibit sex discrimination. District policies incorporate these legal mandates and apply to every member of the EASD #13 school community (students and staff).

Any person can raise a concern about another community member.

