



**Policy: 9.69**

**SUBJECT:**                    **HARASSMENT OF STUDENTS**

**Supersedes:**

**Effective:**                    September 8, 2008

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**Approved by:**                Detroit Board of Education

### **1.0    Policy**

The Detroit Board of Education will not tolerate harassment of students by fellow students. Harassment is defined as unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct relating to a student when the harassment substantially interferes with the student's education; creates an intimidating, hostile or offensive educational environment; or it otherwise adversely affects a student's educational opportunities.

Any student who believes that he or she has suffered harassment should report the incident(s) to his or her teacher, school principal, the General Superintendent or directly to the Board of Education. Written notification that a complaint of harassment has been filed shall be immediately forwarded, by the party receiving the complaint, to the school principal or the General Superintendent and the Human Rights Program.

Every complaint of harassment shall be investigated by the school principal, or their designee, unless the principal is the party against whom the complaint is filed. In that case, the investigation shall be conducted by the General Superintendent, or their designee. The investigating party shall document fully all allegations of harassment and the facts as determined by the investigation. In determining whether the alleged conduct constitutes harassment, the totality of the circumstances, the nature of the harassment and the context in which the alleged incident(s) occurred will be investigated.

The investigation shall be completed within thirty (30) days of receipt of the complaint. If the investigation cannot be completed within this time, the complainant shall be so informed in writing by the investigating party, and a new time limit for completion of the investigation shall be set. Upon completion of the investigation, a copy of the findings and action(s) taken shall be forwarded to the Human Rights Program. The Human Rights Officer shall contact an investigating party who has not submitted their findings in a timely manner.

The investigating party shall notify the complainant and the alleged offender in writing of the final disposition of the complaint. The Human Rights Program shall be copied regarding this correspondence.

**Attachments to Policy 9.69:** None

**See also:** None

**Legal References:** 34 CFR 106.8  
34 CFR 106.9

**Labor Contract References:** None