



522 PROHIBITION OF HARASSMENT POLICY

I. PURPOSE

The purpose of this policy is to maintain a safe learning environment for students and staff that is free from harassment of any kind.

Harassment is defined as any unwelcome or unwanted verbal or physical conduct that has the purpose or effect of unreasonably interfering with an individual's work performance, demeans another person, or which creates an intimidating, offensive, or hostile work environment. Harassment is not tolerated by Stonebridge World School. Harassment based on race, color, creed, religion, national origin, sex, disability, age, marital status, sexual orientation, including gender identity, public assistance status, genetic, or family medical history, or any other protected classification under local, State or Federal law, is subject to appropriate action.

Any individual engaging in such conduct will be subject to appropriate and/or discipline.

To the extent such conduct affects the education environment of the school and the rights and welfare of its students, and is within the control of the school's operations, it is the school's intent to prevent harassment. It is also the school's intent to take action, to investigate, respond to, remediate, and discipline acts of harassment.

II. GENERAL STATEMENT OF POLICY

- A. Harassment of any type is inconsistent with the educational goals of Stonebridge World School and is prohibited at all times.
 1. This policy applies to any student whose conduct at any time or in any place constitutes harassment that interferes with or obstructs the mission or operations of the school or the safety or welfare of the student, other students, or employees of the school.
- B. Sexual Harassment
 1. Sexual harassment is defined as any of the following behaviors:
 - a. unwelcome sexual advances
 - b. requests for sexual favors
 - c. sexually motivated physical contact
 - d. verbal or physical conduct or communicating of a sexual nature
 - e. any sexually motivated unwelcomed touching
 - f. teasing of a sexual nature

2. It is the school's intent to take action, to investigate, respond to, remediate all acts of harassment. Students or staff who are found to have engaged in harassment may be subject to discipline and/ or educational consequences.
3. Stonebridge World School will contact the parents of any student who files a complaint of sexual harassment immediately upon notice of the misconduct.

Adopted: August 2012

Revised: December 2019