

5.1 SAFE SCHOOL ENVIRONMENT

Jesuit strives to maintain a learning environment that is safe for all students. Occasionally, students might have concerns about a fellow student. If the concern is that a student might harm himself or herself, or may be inclined to harm others, or is talking or writing about harming others, it is vital that this information be reported immediately to a Jesuit teacher, counselor, or administrator. All Jesuit faculty and staff are legal “mandatory reporters” who must report such threats to the appropriate authorities. In addition, Jesuit strives to maintain an environment that is free of all types of discrimination, harassment, or power-based personal violence for all people, including students, staff members, and visitors. Power-based personal violence includes, but is not limited to, bullying in any form, dating violence, and sexual assault. If an act of power-based personal violence occurs, the responsible student(s) will be subject to severe disciplinary consequences including the possibility of immediate expulsion.

If a student feels that he or she has been a victim of discrimination, harassment, or power-based personal violence, whether online, on campus, off campus, at school sponsored activities, or on school provided transportation, and whether committed by a student or staff member, the student should reach out to a counselor, teacher, Vice Principals, or any other school authority. Reports about all potential violations, whether made by a student or the student’s parent(s), will be forwarded to the Vice Principals and investigated further. When a staff member becomes aware of behavior that may violate the policy, the staff member will report the conduct so that the school can take any action necessary to ensure the student is protected and to promote a nonhostile learning environment, including providing resources for support measures to the student and taking necessary actions to remove potential future impact on the student.

To the extent possible, such reports will be treated as confidential. Jesuit will not retaliate against any current, potential, or former student who, in good faith, reports such incidents or participates in the investigation of such a report. Any attempt at such retaliation will not be tolerated and will itself be subject to appropriate correction action up to and including expulsion.

The student or student’s parent(s) that reported sexual harassment will receive a written notification including information of their rights, information about the internal complaint process, notice of both the civil and criminal remedies that may be available and that may be subject to statutes of limitations, information about school and community support services, privacy rights, and notice that the student may not be disciplined for certain violations of the drug and alcohol policy related to the reported conduct.

The student, and if applicable, the student’s parent(s), will be notified when the investigation is initiated and concluded, and whether a violation of the policy was found to have occurred, to the extent allowable under state and federal student confidentiality laws.

A. Harassment

Harassment means a course of conduct directed against another person that:

- places one in reasonable fear of harm to his or her person or damage to his or her property;

- substantially interferes with one's educational opportunities;
- substantially negatively impacts one's emotional or mental well-being, or
- substantially disrupts the orderly operation of the school's educational environment.

B. Sexual Harassment refers specifically to unwanted sexual advances, requests for sexual favors and other unwelcome verbal or physical sexually-oriented advances or conduct by a person toward another person at school, at school-sponsored activities, or on school provided transportation. Conduct is viewed as sexual harassment when it has the purpose of affecting or unreasonably interfering with one's school performance or creates an intimidating, hostile, or offensive environment at school or school-sponsored events. Examples of behavior that may be sexual harassment include, but are not limited to:

- Demands for sexual favors.
- Making sexually suggestive remarks, jokes, or comments of a sexual nature about the nature of a victim's appearance.
- Using sexual terms in a derogatory way.
- Deliberate and unwelcome touching, pinching, brushing, or patting.
- Displaying sexual illustrations in any form.
- Unwelcome pressuring for dates or sex.
- Describing or asking about personal sexual experiences.
- Assault when sexual contact occurs without a student's consent because the student is under the influence of drugs or alcohol, is unconscious or is pressured through physical force, coercion, or explicit or implied threats.

Jesuit's sexual harassment policy and its commitment to maintaining an environment that is free of all types of discrimination, harassment, or power-based personal violence applies to all persons who:

- Are on or immediately adjacent to school grounds or school property;
- Are at any school-sponsored activity or program; or
- Are off school property, if a student or staff member acts toward the person in a manner that creates a hostile environment for the person while at school or a school-sponsored activity or program.