

# Sexual Harassment

What is it?



What can I  
do about it?



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TOWNSHIP HIGH SCHOOL DISTRICT 211

UNITED STATES DEPARTMENT OF EDUCATION  
BLUE RIBBON SCHOOLS OF EXCELLENCE

## *Why this brochure?*

Township High School District 211 recognizes the negative impact that sexual harassment can have and strives to maintain a community that is free from any form of sexual harassment. This brochure is intended to provide information in order to recognize and respond to sexual harassment.

## *What is "Sexual Harassment?"*

Sexual harassment includes any unwelcome sexual advance, request for sexual favors or any verbal or physical conduct of a sexual nature.

1. It occurs when someone uses their position or power to coerce sexual contact with a subordinate. An example of this in school would be a teacher or coach who demands sexual favors from a student.
2. Another form of sexual harassment occurs when one person forces intentional physical contact of a sexual nature on another person. This could occur between one student and another student or between a teacher and student. Examples of such behavior could include touching, patting or kissing.
3. A third form of sexual harassment occurs when unwelcome conduct of a sexual nature creates an intimidating, hostile, or offensive working or learning environment. Such behavior might include sex-oriented verbal joking, teasing, questions, anecdotes or offensive personal remarks of a sexual nature. Such demeaning remarks could occur between students or between a student and a teacher.

## *What is High School District 211's policy on sexual harassment?*

The Board of Education has adopted policies which prohibit sexual harassment between students and between students and staff members. The policies define forms of verbal or physical sexual conduct which constitute sexual harassment. Any student who abuses another student through any sexually harassing conduct or communication shall have violated the policy whether such conduct occurs on school grounds, at school events or on the school bus. The conduct may include in-person contact, written communication, or via any form of electronic transmission or communication. Depending on the incident, violators of the policy can be suspended from school or face expulsion.

### *What steps can I take if I am being sexually harassed?*

- First, communicate your displeasure to the person who is offending you. For example, you might say:  
*"Stop it. I don't like what you're doing."*  
*"Please stop making sexual jokes or remarks around me."*  
*"I have no desire to go out with you."*
- Second, report problems or complaints to any teacher, counselor or administrator. Each school has a designated Title IX/ADA coordinator to respond to such complaints. Your concerns will be reported to an assistant principal. Students should raise questions or complaints about

sexual harassment as soon as possible, preferably within seven (7) days of the harassment.

### *What can I expect the school to do if I report unwelcome sexual conduct?*

The assistant principal will promptly review the incident and will attempt to resolve the problem. You may request to speak to a school official of the same gender. If the assistant principal determines, after a confidential investigation, that there has been a violation of the policy, penalties will be instituted.

### *What if I see someone else being sexually harassed?*

Encourage the person to report the incident. Offer to be a witness. Sometimes victims of sexual harassment deny their feelings or they believe that they are somehow responsible for the harasser's behavior. Victims also may feel that others will blame them for causing the situation or will not believe them. *Sexual harassment will not be dealt with if the harassers are protected by silence.*

*Will something happen  
to me or my grades if I  
report an incident of sexual  
harassment?*

A student's good faith action in reporting a complaint, reporting evidence or giving testimony will not adversely affect the student's education, grades or record. However, a student or witness found to have been intentionally dishonest or malicious in making allegations or testifying shall be subject to discipline. Also, any student who takes any form of reprisal against any student who has rejected or reported sexual harassment shall be subject to disciplinary action.

*Whom can I see if I have  
further questions  
about this issue?*

Contact your counselor or assistant principal who can answer your questions or address your concerns.

*G.A. McElroy*  
*Administration Center*  
1750 South Roselle Road  
Palatine, Illinois 60067-7336  
(847) 755-6600  
*adc.d211.org*  
Daniel E. Cates, *Superintendent*

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*Need more information?*  
**Please Call:**  
Matthew Hildebrand  
*Director of*  
*Administrative Services*  
G.A. McElroy Administration Center  
(847) 755-6626



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**TOWNSHIP HIGH SCHOOL DISTRICT 211**

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Exceptional Learning.*

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Telephone: (847) 755-6600  
Website: [adc.d211.org](http://adc.d211.org)

 If you require assistance while visiting a District 211 school, please contact the principal's office.

For individuals who are deaf or hard of hearing, please access the following TTD/TTY telephone number: (847) 755-6654.