

# Training on Sex-based Discrimination and Sexual Harassment

Woodland Park School District Re-2  
2020 – 21 School Year

This presentation is designed to provide training for students, parents, staff and community.

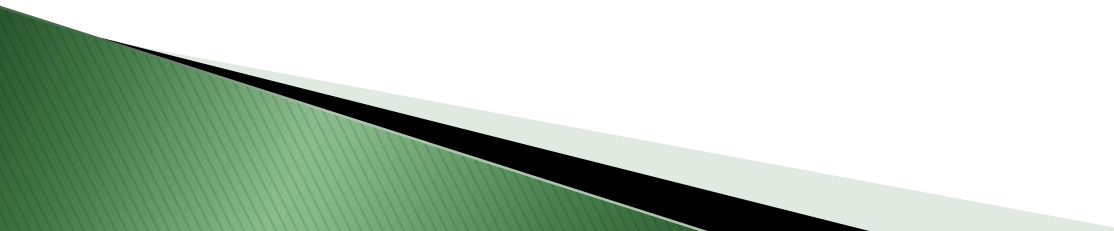
Any questions regarding this information should be directed to:

- Del Garrick (HR Director)

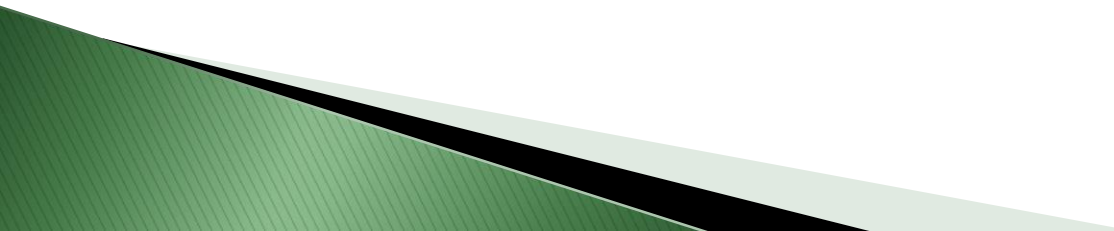
# Civil Rights

- ▶ Addresses Equal Educational Opportunity & Employment
- ▶ Prohibits discrimination & harassment
- ▶ Equal access to all programs & facilities
- ▶ Free appropriate education for all students
- ▶ Applies to general/special education, evaluations, IEPs, 504 plans, student discipline
- ▶ *Woodland Park School District Re-2 does not unlawfully discriminate against otherwise qualified students, employees, applicants for employment, or members of the public on the basis of disability, race, creed, color, sex, sexual orientation, marital status, national origin, ancestry, or need for special education services. Discrimination against employees and applicants for employment based on age, genetic information, and conditions related to pregnancy or childbirth; is also prohibited in accordance with state and/or federal law.*

# Federal Law – Title VI

- ▶ Protects against discrimination based on age, race, color, sex, gender identity, religion, national origin, sexual orientation, disability, or homelessness.
  - ▶ Applies to students, parents and employees
  - ▶ Prohibits discrimination in student class assignments or ability tracking, and protects English Language Learner (ELL) students.
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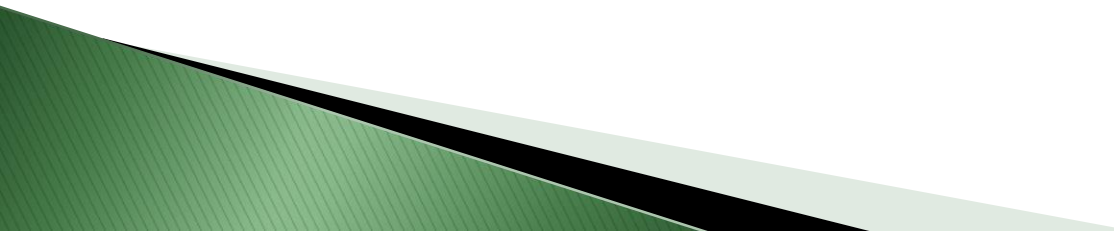
# Title IX – Sexual Harassment

- ▶ Sexual harassment creates a hostile environment due to inappropriate speech, materials, or actions.
  - ▶ Sexual harassment is a form of discrimination and includes unwelcomed sexual advances, requests for sexual favors, or other conduct, physical or verbal, of a sexual nature.
  - ▶ Sexual harassment interferes with school or work performance and creates an intimidating or offensive environment.
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# Examples of Sexual Harassment

- ▶ Prohibited activities that might create a hostile work/learning environment might include (but not be limited to):
  - Vulgar or explicit sexually related epithets
  - Abusive language
  - Sexually explicit behavior or indecent exposure by students or employees
  - Graffiti, posters, calendars

# Tips for Addressing Harassment/Discrimination

- ▶ Monitor school climate
  - ▶ Enlist parents, students, community
  - ▶ Foster respect and appreciation for diversity
  - ▶ Implement measures to address issues immediately
  - ▶ Collaborate with law enforcement
  - ▶ Document and report all harassment incidents
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# Reporting Requirements

- ▶ Any employee or student who believes they have been the target of discrimination or harassment should report it to their school Principal, Counselor, Teacher, or directly to HR Director Del Garrick at Central Office who is the compliance officer of the District.
  - ▶ Reports will be investigated and may result in disciplinary action up to suspension or dismissal.
  - ▶ Appropriate authorities will be notified if warranted.
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