

Know Your Rights: Sexual Harassment

February 2019

DoDEA Civil Rights Program

DoDEA students have a right to feel comfortable and safe in school and during school-related activities. Sexual harassment will not be tolerated in DoDEA programs. Sexual harassment is any unwelcome behavior of a sexual nature that is sufficiently serious that it interferes with schoolwork, makes the student feel uncomfortable or unsafe at school, or otherwise prevents or limits the student from participating in or benefitting from a school program or activity. Students/parents are encouraged to report these concerns to their school principal immediately.



MORE ABOUT SEXUAL HARASSMENT

- Sexual harassment can be words said or written, something visual, or some form of physical touching.
- The victim or harasser may be a male or female and of the same sex as the harasser.
- The harasser is usually another student, but can be a teacher, staff member, volunteer, or other adult.

SOME EXAMPLES OF SEXUAL HARASSMENT

- Commenting or teasing someone about their sexuality, body parts, or sexual development.
- Texting, IM'ing, e-mailing, or otherwise sharing sexually graphic material, both written and visual.
- Pulling down someone's pants or shorts, flipping skirts, pulling at or lifting up shirts.
- Unwelcome physical contact, from an unwanted pat, hug, or kiss, to groping or grabbing of another person's private body parts and, in extreme cases, sexual assault or rape.

DODEA SCHOOL RESPONSIBILITIES TO ADDRESS SEXUAL HARASSMENT

- Address incidents of sexual harassment promptly and effectively.
- Ensure fair and impartial steps are taken to determine what occurred.
- Implement measures to stop any harassing behavior and address its effects.
- Take steps to prevent further/future sexual harassment.
- Notify the parties involved at the outcome of the matter.

WHAT YOU CAN DO IF YOU THINK YOU'VE BEEN SEXUALLY HARASSED

- Tell the harasser to stop, if you feel safe doing so. Sometimes the harasser may not realize that what they are doing or saying is making you upset or uncomfortable and will stop once you let them know.
- Tell an adult you trust, such as your parent, teacher, nurse, counselor, or coach, to help resolve the matter.
- If it doesn't stop, report it to the Principal, or allow someone you trust to report it for you. Reports may be made verbally or in writing (i.e., email). Know that you can always go to the Principal, first, if you want.
- For matters unresolved at the local level, you or your parent/guardian may bring your concerns to the Community or District Superintendent, then to the Director for Student Excellence, or beyond. DoDEA Chain of Command is located at: <http://www.dodea.edu/aboutDoDEA/command.cfm>.

TO LEARN MORE

- Visit the DoDEA Sexual Harassment and Awareness Prevention webpage at: www.dodea.edu/sexualharassment.
- You can also contact the Civil Rights Program Manager Taylor York at Civil.Rights@hq.dodea.edu or your regional District Chief of Staff to learn more about your rights or how to file a report at www.dodea.edu/Offices/IIR/CivilRights/DCP.