

HARASSMENT/DISCRIMINATION: WHAT IS IT?

UNWANTED or UNWELCOME conduct or communication that has the purpose or effect of substantially or unreasonably interfering with an individual's employment or education, or creating an intimidating, hostile, or offensive employment or educational environment.

Harassment and/or Discrimination are illegal under the Civil Rights Act of 1964 (as amended), Title IX of the Education Amendment of 1972 and Section 504 of the Rehabilitation Act of 1973 for students and employees.

Bullying/Harassment/Intimidation

A student will not bully/intimidate/harass another student. According to W.VA.Code §18-2C-2, "harassment, intimidation or bullying" means any intentional gesture, or any intentional written, verbal or physical act or threat that: a) a reasonable person under the circumstances should know will have the effect of: 1) Harming a student; 2) Damaging a student's property; 3) Placing a student in reasonable fear of harm to his/her person or damage to his/her property/ or b) is sufficiently severe, persistent, or pervasive that it creates an intimidating, threatening or abusive educational environment for a student.

Bullying/Harassment/Intimidation and Discrimination are

Exerting your power over another person,
Forcing yourself on someone who does not want your attention,
Getting gratification at another person's expense,
Abusing power over another person,
Excluding individuals from an equal opportunity to program benefits and services,
Violating other person's rights and /or
Creating a demeaning, hostile or offensive environment.

Behaviors include (but are not limited to)

Threats / demands / favors,
Assault or attempted assault, Sexual rumors,
Sexual name calling,
Touching / grabbing / pinching,
Inappropriate comments and or teasing, jokes, remarks, or questions
Dirty stories or jokes,
Suggestive or offensive letters / notes,
Display of suggestive pictures, cartoons or objects,
Expressive behavior based on the areas of discrimination
Cyberbullying - technology such as computers, cell phones and other electronic devices.

Recognizing Signs of Bullying/Harassment/Intimidation and Discrimination

Unexplainable injuries
Lost or destroyed clothing, books, electronics, or jewelry
Frequent headaches or stomach aches, feeling sick or faking illness
Changes in eating habits, like suddenly skipping meals or binge eating. Kids may come home from school hungry because they did not eat lunch.

Difficulty sleeping or frequent nightmares
Declining grades, loss of interest in schoolwork, or not wanting to go to school
Sudden loss of friends or avoidance of social situations
Feelings of helplessness or decreased self esteem
Self-destructive behaviors such as running away from home, harming themselves, or talking about suicide

Reporting and Dissemination of Policy

Yearly to all staff and students
Countywide system of reporting incidents or complaints
Report incident to the principal or county contact listed below.

Inquiries may be directed to:

McDowell County Board of Education
Ingrida Barker, Assistant Superintendent, Title IX
30 Central Avenue
Welch, WV 24801
304-436-8441 ext. 221
<http://boe.mcdo.k12.wv.us/domain/701>

McDowell County Schools and the West Virginia Department of Education do not discriminate on the basis of sex, race/color/national origin, religion, disability, gender, sexual orientation, and age in employment and in the administration of any of its educational programs and activities.