

# ADMINISTRATIVE POLICIES OF THE MILWAUKEE PUBLIC SCHOOLS

## ADMINISTRATIVE POLICY 8.02 STUDENT ANTI-SEXUAL HARASSMENT

### (1) GENERAL PRINCIPLES

(a) It is the policy of Milwaukee Public Schools that the learning environment shall be free of any form of sexual harassment, unwelcome physical contact of a sexual nature, and other verbal or physical conduct of a sexual nature.

(b) Sexual harassment is generally defined as any unwelcome sexual advances, requests for sexual favors, physical contact of a sexual nature, or other verbal conduct or communication of a sexual nature. Sexual harassment exists when such behavior is so frequent or severe that it negatively impacts upon a student’s ability to learn, when submission to or rejection of such conduct is used as a basis for academic decision making, or when submission to or rejection of such conduct is used as a basis for a student’s participation in honors, awards, extra-curricular programs, or other such opportunities.

(c) Both victim and the harasser can be either a female or a male, and the victim and harasser can be the same sex.

(d) It shall be a violation of this policy for any student, teacher, administrator, or other school personnel of the district to harass a student, teacher, administrator, or other school personnel through conduct or communication of a sexual nature as defined by this policy.

### (2) GENDER EQUITY COORDINATORS

(a) The superintendent shall designate a Central Services administrator to serve as the gender equity coordinator for student harassment complaints.

(b) A voluntary gender equity coordinator shall be designated at every school.

### (3) NOTIFICATION

(a) The administration in all schools in the district shall inform all staff and students of the adoption of the student sexual harassment policy and provide an orientation with information regarding the definition of sexual harassment, as well as the complaint procedures to be followed.

(b) The discipline chart of the Parent/Student Handbook on Rights, Responsibility and Discipline shall include sexual harassment as one of the examples of conduct that violates expectations in the categorical section “ Physical Safety and Mental Well-Being”:

Examples of Conduct That Violates Expectations	Definitions	Discipline Action Level*	
		Minimum	Maximum
Sexual Harassment	Sexual Harassment is generally defined as any unwelcome sexual advances, requests for sexual favors, physical contact of a sexual nature, or other verbal conduct or communication of a sexual nature.	1	3
*Key Level 1 = Conference/intervention Level 2 = Suspension Level 3 = Referral to the department of parent and student services Level 4 = Expulsion recommendation			

### (4) MONITORING AND EVALUATION

This policy shall be reviewed for coherence and appropriateness to the present mission of the district every five years, consistent with Board Governance Policy.

**History:** Adopted 7-20-94; Revised 10-31-06, 5-31-18  
**Previous Coding:** Admin. Policy JBAA, prior to May 1995; Admin. Policy 10.02, May 1995-August 1996  
**Cross Ref.:** Admin. Policy 6.03 Sexual Harassment  
Admin. Proc. 8.02 Student Sexual Harassment