



# Affected by Sexual Harassment?

## Know your rights.

Students and staff are protected against sexual harassment by anyone in any school program or activity, including on the school campus, on the school bus, or off-campus, such as a school-sponsored field trip.

### What is sexual harassment?

Sexual harassment is unwelcome behavior or communication that is sexual in nature when:

- ◆ A student or employee is led to believe that he or she must submit to unwelcome sexual conduct or communications in order to gain something in return, such as a grade, a promotion, a place on a sports team, or any educational or employment decision, or
- ◆ The conduct substantially interferes with a student's educational performance, or creates an intimidating or hostile educational or employment environment.

### How do I report sexual harassment?

You can report sexual harassment to any school staff member or to the district's Title IX Officer:



*For a copy of your district's Sexual Harassment policy and procedure, contact your school or district office.*

### Examples of Sexual Harassment:

- ◆ Pressuring a person for sexual favors
- ◆ Unwelcome touching of a sexual nature
- ◆ Writing graffiti of a sexual nature
- ◆ Distributing sexually explicit texts, e-mails, or pictures
- ◆ Making sexual jokes, rumors, or suggestive remarks
- ◆ Physical violence, including rape and sexual assault



**OSPI Equity and Civil Rights Office**

360.725.6162

[equity@k12.wa.us](mailto:equity@k12.wa.us)

[www.k12.wa.us/equity](http://www.k12.wa.us/equity)

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**Equity & Civil Rights**

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OSPI and school districts may not discriminate on the basis of sex, race, color, creed, religion, national origin, sex, age, disability, marital status, sexual orientation, gender identity and expression, veteran or military status, or the use of a service animal by a person with a disability, and must provide equal access to all designated youth groups. For questions or complaints, please contact your school district, or OSPI's Equity and Civil Rights Office at P.O. Box 47200, Olympia, WA 98504 or at (360) 725-6162.