Recognizing Sexual Harassment
Title IX Tidbits: Recognizing Sexual Harassment

AGENDA

- Galveston ISD’s Commitment to Nondiscrimination, Including to Non-Discrimination Based on Sex
- Key Definitions
- What is Sexual Harassment
- Examples of Sexual Harassment
Galveston ISD Non-Discrimination Commitment

• Galveston ISD prohibits discrimination, including harassment, against any student or employee on the basis of race, color, ethnicity, religion, sex, gender, national origin, age, disability, sexual orientation, genetic information, gender identity, gender expression, or any other basis prohibited by law.

• Galveston ISD also prohibits retaliation.

FFH (LOCAL)
What Is Discrimination

... GENERALLY ...

Discrimination is when someone is treated differently based on a protected characteristic, and can include harassment.
What Is Harassment

... GENERALLY ...

Harassment is a type of discrimination, and includes physical, verbal, or nonverbal conduct based on a protected status and that adversely affects the target’s ability to access their employment, education, or other Galveston ISD benefit or service. Harassment can be oral, written, verbal, nonverbal, physical, visual, etc.
What Is Retaliation

... GENERALLY ...

Retaliation is adverse treatment against someone for reporting discrimination, including harassment, or for serving as a witness or otherwise participates in an investigation of such a report or complaint. Retaliation is when someone intimidates, threatens, coerces, discriminates, harasses, or otherwise hurts someone or does something harmful to someone because they have exercised their rights to be free of discrimination.
What Is Sexual Harassment

... GENERALLY ...

Sexual harassment is unwelcome conduct based on sex, sexual orientation, gender, gender identity, or gender expression. Sexual harassment under Galveston ISD policy encompasses a wide range of sex-based conduct.
What Is Sexual Harassment

... REMEMBER ...

Sexual assault, while also a crime, can be sexual harassment under Title IX.
Where Can Sexual Harassment Occur?
It can occur anywhere
(here are some examples)

• Classrooms
• Hallways
• Locker Rooms
• Playgrounds
• Electronic Devices

• School-Sponsored Events
• Anywhere where there is a connection to or impact on school or students
Laws Prohibiting Sexual Harassment

- Title IX (sexual harassment against students)
- Title VII (sexual harassment against employees)
- State Laws and District Policy
What Is Sexual Harassment

... GENERALLY ...

• Any person can be sexually harassed.
• Any person can be the sexual harasser.
• Sexual harassment can be based on sex, sexual orientation, gender, gender identity, or gender expression
• A sexual harasser can have any sex, gender, or gender identity.
What Is Sexual Harassment

- Unwelcome Sexual Advances
- Requests for Sexual Favors
- Physical, Verbal, or Nonverbal Conduct
What Is Sexual Harassment

- Forcing to Kiss
- Flashing/Mooning
- Exposing Oneself
- Physical Aggression of a Sexual Nature
- Bra Snapping
- Touching, Grabbing, Pinching
- Brushing Up or Blocking
What Is Sexual Harassment

If based on sex:
- Physical Aggression
- Theft/Damage to Property
- Threats or Intimidation
- Jokes
- Name Calling
- Slurs
- Rumors
What Is Sexual Harassment

- Cyber-Harassment
- Electronic/Graffiti/Other Communications
- Rating Students
- Sharing Sexual Photographs or Images
Examples of Concerning Conduct

... OF A STUDENT BY AN EMPLOYEE ...

• Sexual Advances
• Romantic Relationship
• Sexual Touching, Games, Jokes
• Threats or Coercion/Quid Pro Quo
What Is Sexual Harassment

... OF A STUDENT BY AN EMPLOYEE ...

Romantic or other inappropriate social relationships between students and District employees are prohibited. Any sexual relationship between a student and a District employee is always prohibited, even if “consensual.”

A student can never consent to sexual conduct with an employee no matter the age.
What Is Sexual Harassment

... GENDER BASED HARASSMENT ...

• Unwelcome Conduct
• Based on Gender, Perceived Gender, or Failure to Comply with Gender Norms
What is Sexual Harassment

... DATING VIOLENCE...

- Current or Past Relationship
- Physical, Sexual, Verbal or Emotional Abuse
Examples of Concerning Conduct

... DATING VIOLENCE...

- Assault
- Name Calling/ Put Downs
- Threats
- Property Destruction
- Isolation
- Stalking
What is Sexual Harassment

- Domestic Violence
- Stalking
- Sex-Based Hazing
Examples of Concerning Conduct

THESE ARE JUST EXAMPLES

REPORT ALL SEX-BASED CONDUCT TO TITLE IX COORDINATOR

DO NOT INVESTIGATE — TITLE IX COORDINATOR WILL DETERMINE WHETHER AN INVESTIGATION WILL OCCUR AND REFER THE MATTER TO THE CORRECT DEPARTMENT OR OFFICE
For More Information

https://www.gisd.org/explore-gisd/title-ix-resource-page

Galveston ISD Title IX Coordinator:
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Questions?
Comments?

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