



REPORTING HARASSMENT

The Montgomery County School Board is committed to maintaining a learning/working environment free from sexual abuse and harassment and harassment based on race, national origin, disability or religion. Therefore, the School Board prohibits sexual abuse and harassment and harassment based on race, national origin, disability or religion of any student or school personnel at school or any school sponsored activity. This policy and the complaint procedure outlined herein shall apply to complaints of sexual abuse committed by a teacher upon a student.

It shall be a violation of this policy for any student or school personnel to harass a student or school personnel on the basis of sex, or based on race, national origin, disability or religion. Further, it shall be a violation of this policy for any school personnel to tolerate sexual harassment or harassment based on a student's or employee's race, national origin, disability or religion by students, school personnel or third parties participating in, observing or otherwise engaged in school sponsored activities.

For the purpose of this policy, school personnel means school board members, school employees, agents, volunteers, contractors or other persons subject to the supervision and control of the school division.

The school division shall (a) promptly investigate all complaints, written or verbal, of sexual harassment and harassment based on race, national origin, disability or religion; (b) promptly take appropriate action to stop any harassment; and (c) take appropriate action against any student or school personnel who violates this policy and take any other action reasonably calculated to end and prevent further harassment of school personnel or students.

Anyone who suspects violation of this policy shall immediately report to:

Montgomery County Public Schools EEO Compliance Officers

Danny Knott, Director of Human Resources
(540) 382-5100, ext. 1067

or

Annie Whitaker, Deputy Superintendent
(540) 382-5100, ext. 1002