

ADMINISTRATIVE PROCEDURES OF THE MILWAUKEE PUBLIC SCHOOLS

ADMINISTRATIVE PROCEDURE 8.02 STUDENT ANTI-SEXUAL HARASSMENT

The following procedures shall be followed concerning student sexual harassment complaints:

(1) SEXUAL HARASSMENT BY ANOTHER STUDENT

Step 1

(a) Any student who feels that she/he has been subjected to sexual harassment by another student must contact her/his principal or the gender equity coordinator in her/his school, who will act as a mediator. The district equity specialist or designee will meet separately with each individual involved in the complaint. Then a group session between the parties involved in the complaint will be held in an effort to resolve the complaint on an informal basis.

(b) The informal mediation shall continue for a period of no more than 30 days or until resolution is achieved, if that is less than 30 days. When the district equity specialist or designee can resolve the complaint informally, no disciplinary action will be taken. A confidential record of the proceedings in the informal procedure will be maintained at the school.

(c) If during the period of mediation, and/or following the 30 day period of mediation, the sexual harassment continues or if the harassment creates a fear of another assault to the victim, the perpetrator of the sexual harassment should be reported to the Department of Student Services for disciplinary action.

Step 2

(a) Following the period of 30 days, should mediation efforts at the local level fail, or in the event that the alleged offender does not follow through with the resolution agreed upon, and the complaint remains unresolved, the complainant may contact the Central Services administrator designated as the district equity specialist or designee for further resolution.

(b) Written response from the district equity or designee will be forwarded to the complainant within 10 days, with a copy to be sent to the district equity specialist or designee.

(2) HARASSMENT BY EMPLOYEES OR PRIVATE CITIZENS

(a) Any student who feels that she/he has been subjected to sexual harassment by any Milwaukee Public Schools employee or private citizen must contact her/his principal or the district equity specialist or designee. Allegations made against employees shall be handled under the district's misconduct procedures and must be reported to outside authorities where appropriate.

(b) Sexual harassment allegations against private citizens shall be reported to the appropriate authorities.

(c) The district shall act to investigate all complaints, either formal or informal, verbal or written, of sexual harassment and to discipline or take appropriate action against any student, teacher, administrator, or other school personnel who is found to have violated this policy.

(3) RETALIATION

(a) Retaliatory behavior or action against persons who complain, testify, assist, or otherwise participate in the complaint process established pursuant to this procedure will not be tolerated. Any retaliatory behavior will be subject to appropriate discipline.

History: Adopted 7-20-94; Revised 5-31-18
Cross Ref.: Admin. Policy 8.02 Student Sexual Harassment