

POST FALLS SCHOOL DISTRICT NO. 273

Series 500: Student Policy: Conduct/Discipline

Policy Section Title: Sexual Harassment, Discrimination, and Retaliation

Policy No. 504.13

Page 1 of 2

The Post Falls School District will act to investigate all complaints, formal or informal, verbal or written, of sexual harassment, discrimination, or retaliation and to appropriately discipline any student or district employee who sexually harasses, discriminates, or retaliates against a student or employee of the district.

Sexual Harassment - Sexual harassment is conduct on the basis of sex that satisfies one or more of the following:

1. “Quid pro quo” harassment, which occurs when a district employee conditions the provision of a district benefit, service, or assistance on an individual’s participation in unwelcome sexual conduct;
2. “Hostile Environment,” which is defined as unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to district education program or activity; or
3. Physical threats and attacks, including “sexual assault,” defined as forcible and non-forcible sex offenses as defined in the Clery Act, or dating violence, domestic violence, or stalking as defined in the Violence Against Women Act.

Discrimination: Discrimination is treating an individual differently, excluding an individual, denying an individual an educational benefit or opportunity, or otherwise subjecting an individual to unequal treatment because of a characteristic protected by applicable federal or Idaho law.

Retaliation: Retaliation exists when an individual harasses, intimidates, or takes other adverse actions against a person because of that person’s participation in an investigation or because of their support of someone involved in an investigation.

Title IX Coordinator

The Title IX Coordinator oversees implementation of this policy. The Title IX Coordinator has the primary responsibility for coordinating the district’s efforts related to the intake, investigation, resolution, and implementation of supportive measures to stop, remediate, and prevent sex and gender-based harassment, discrimination, and retaliation prohibited under this policy. The Title IX Coordinator acts with independence and authority and is free from bias and conflicts of interest.

To raise any concern involving bias, conflict of interest, misconduct or discrimination committed by the Title IX Coordinator, contact the superintendent or designee.

References: 34 CFR Part 106 Nondiscrimination on the Basis of Sex in Educational Programs or Activities Receiving Federal Financial Aid

Adopted: 11/13/95

Revised: 1/11/21, 10/12/26

Reviewed: 2017, 2020, 2026