
BULLYING AND HARASSMENT

~~Every student has the right to learn in an environment that is safe and free from bullying and harassment in any form. The Albemarle County School Board expects that staff will take all appropriate measures to assure the maintenance of such an environment.~~

~~A student, either individually or as part of a group, shall not bully or harass others. Prohibited conduct includes, but is not limited to, physical intimidation, taunting, name-calling, and insults and any combination of these activities.~~

~~Additionally, a student shall not sexually harass another student or any school employee, volunteer, student teacher or any other person present in school facilities or at school functions. Sexual harassment includes any unwelcome sexual advances, regardless of sexual orientation^{*}, requests for sexual favors, and other inappropriate verbal or physical conduct of a sexual nature that creates an intimidating, hostile, or offensive environment.~~

~~Students involved in prohibited behaviors will be subject to appropriate disciplinary and/or legal action, as outlined in Albemarle County School Board Policy JFC (Student Conduct).~~

Adopted: ~~December 13, 2001~~

Reviewed: ~~July 12, 2007~~

Cross Ref: ~~ACB, Sexual Harassment~~

~~GBAA, Harassment~~

~~JFC, Student Conduct~~

Legal Ref: ~~Civil Rights Act of 1964, as amended in 1972, Title VI, Title VII; 42 U.S.C. 2000e-z, 29 C.F.R. 1604.11 (1987); Executive Order 11246, 1965, as amended by E.O. 11375; Equal Employment Opportunity Act of 1972, Title VII; Education Amendments of 1972, Title IX (P.L. 92-318); 45 C.F.R., Parts 81, 86 (Federal Register June 4, 1975, August 11, 1975); Rehabilitation Act of 1973; Age Discrimination in Employment Act, P.L. 95-256; Constitution of Virginia~~

~~* Definition of Sexual Orientation: One's attraction to the same sex, opposite sex or both sexes, real or perceived. This definition is intended to describe the status of persons and does not render lawful any conduct prohibited by the laws of the Commonwealth of Virginia.~~
