

Sexual Harassment

Pineywoods Community Academy Athletics

It is the policy of Pineywoods Community Academy Athletics to provide a safe and healthy environment for all student-athletes.

There are many types of behavior that can be harassing. Examples include using derogatory terms, insults, telling derogatory jokes, taunting and intimidating actions.

Sexual harassment subverts the mission of Pineywoods Community Academy and threatens the welfare of students, faculty, and staff. It is a violation of Title VII of the Civil Rights Act of 1964. Sexual harassment is not tolerated.

Definition: Sexual harassment includes unwelcome sexual advances, sex-based conduct that is intimidating, hostile or offensive, requests for sexual favors, and/or other verbal or physical conduct of a sexual nature that is prohibited.

A hostile environment is defined as an environment on campus, that, through harassing conduct (e.g., physical, verbal, graphic or written) based on a person's protected status (e.g., sexual orientation, age, etc.), becomes sufficiently severe, pervasive or persistent so as to interfere with or limit the ability of an individual to participate in or benefit from a school extracurricular activity.

Purpose: The purpose of this policy is a) to provide a clear definition of sexual harassment and associated consequences of this behavior and b) to provide direction for student-athletes who feel they have been sexually harassed.

Scope: All student-athletes and student-managers are subject to this policy.

Consequences for harassment may include:

1. Verbal and written warning and participation in educational sessions
2. Suspension from the team
3. Dismissal from the team
4. Dismissal from the school



Examples of prohibited conduct:

- a. Unwelcome sexual flirtation, advances or propositions.
- b. Continued or repeated verbal abuse of a sexual nature
- c. Sexually degrading language to describe an individual
- d. Unwelcome remarks of a sexual nature to describe a person's body or clothing
- e. Display of sexually demeaning objects or pictures
- f. Offensive physical contact, such as unwelcome touching
- g. Coerced sexual intercourse
- h. Sexual assault
- i. Rape, date or acquaintance rape, or other sex offenses either forcible or non-forcible

What can I do if I am being sexually harassed?

Sexual harassment is a serious issue. Many students who have been sexually harassed report a drop in their grades, and some students transfer to a different school, drop classes, or drop out of school altogether. If you think you are being sexually harassed, it is important to tell someone who can help you stop it. Here are some things you and/or your parents can do:

- **Do not blame yourself.** The person who is harassing you is the one doing something wrong and you have not done anything to cause the harassment, even if you flirted with this person or liked him/her.
- **Say “No” Clearly.** Tell the person who is harassing you that his/her behavior offends you. They may not realize how hurtful their behavior is and may need a clear message from you to stop. If the harassment does not end, promptly write a letter asking the harasser to stop. Keep a copy of the letter.
- **Write down what happened.** When someone harasses you or makes you feel uncomfortable, write it down. Write down what happened, the date it happened, where it happened, and who else may have seen or heard the harassment. Also write down what you did in response, and how the harassment made you feel. Save any notes, e-mails, text messages, or pictures the harasser sent or posted about you. It is a good idea to keep these records somewhere besides school, such as in your home or another safe place. If the harassment takes place online, such as on Social media or other website, take steps to save and store the harassing content in case it gets removed or deleted later.

- **Report the Harassment.** It is very important that you tell your parents or another adult, such as a teacher or guidance counselor, about the harassment. If you want the school to do something about the harassment, you **MUST** tell a school official, such as the head coach, assistant coach, athletic director, or principal. If you do not feel comfortable telling the school official yourself, get the help of your parents, a teacher, guidance counselor, or another adult to go with you.

Sexual Harassment

Pineywoods Community Academy Athletics Signature Page



It is the policy of Pineywoods Community Academy Athletics to provide a safe and healthy environment for all of its student-athletes.

Participation in an extra-curricular activity is a privilege and not a right. All Pineywoods Community Academy student athletes are expected to maintain a high standard of ethical behavior.

All athletes are required to read this policy and agree to the responsibilities described therein prior to participating in any extra curricular activity.

--do not cut or tear--

I understand and agree that sexual harassment has no place in Pineywoods Community Academy including the Athletics' program.

My Signature affirms that I have read, understand, and agree with the contents of the Pineywoods Community Academy Athletics Sexual Harassment Policy. My signature further affirms that I will abide by the policy as stated and treat my coaches, fans, and fellow athletes respectfully.

Print Student Name: _____

Student signature: _____ Date: _____

Print Parent Name: _____

Parent signature: _____ Date: _____

(Sign and return this page to the Athletic Director prior to participation in an extracurricular activity)