

Stopping Sexual Harassment



- Threatening
- Unwanted
- One-Sided
- Victim Feels Helpless
- Unwelcomed
- Embarrassing
- Repeated Behaviors

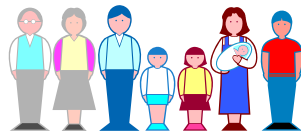
Where is there additional information or assistance?

For Students

- Your principal or assistant principal
- Your teacher, school counselor, school nurse, school social worker, school psychologist, or pupil personnel worker

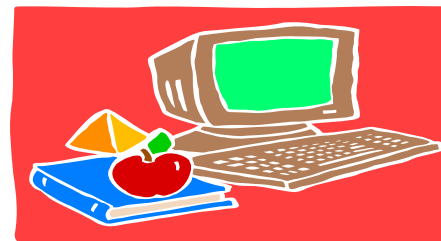
For Parents

- The Equity Assurance and Compliance Branch
Maryland State Department of Education
200 West Baltimore Street
Baltimore, Maryland 21201
410-767-0428
<http://www.marylandpublicschools.org/MSDE/programs/equity+assurance/>
- U.S. Department of Health and Human Services
150 S. Independence Mall West
Suite 372, Public Lodge Bldg.
Philadelphia, PA 19106-911
215-861-4441
- Maryland Commission for Women
45 Calvert Street, Room B22
Annapolis, Maryland 21401
1-877-868-2196
<http://www.marylandwomen.org>



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Dr. Joe A. Hairston
Superintendent



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Nancy S. Grasmick
State Superintendent of Schools

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Sexual Harassment In Schools



Adapted from a document of the
Maryland State Department of Education
Equity Assurance Branch
Maryland Commission for Women
by
The Office of School Counseling
and
The Equal Employment Opportunity Office
Baltimore County Public Schools

Elementary Version

Information for Parent/Guardian



Sexual harassment is unwanted and unwelcomed behavior of a sexual nature which interferes with a student's life. Students have the right to learn, study, work, achieve, and participate in school activities in a comfortable and supportive atmosphere. Under federal and state laws and policies, sexual harassment is illegal and is prohibited in school settings.

We understand that sexual harassment is an emotionally charged and sensitive topic. By providing information to students about sexual harassment and how to prevent it, we hope to promote healthy attitudes among students based on mutual respect and their understanding of the uniqueness of every individual.

Too often students will ignore sexual harassment incidents because they do not want to get someone in trouble or have others think they are overreacting. Let your child know that you take harassment seriously and want to hear about it.

Baltimore County Public Schools wants to collaborate with you in informing students about their rights and responsibilities related to the prevention of sexual harassment. The following information has been prepared to be shared with elementary-aged boys and girls.

What should I do if I believe I am being sexually harassed?

You can do a number of different things:

- Tell the people who are harassing you to stop. Tell them you do not like what they are doing.
- Tell them that if they do not stop, you will tell an adult what is happening.
- Tell your mom, dad, or an adult you live with about the problem. Ask them to help you write down what has been happening.
- Tell your teacher, school counselor, principal, school nurse, school social worker, or assistant principal what happened. Ask them to help you write down what has been happening.
- If you cannot get help at home or in school, tell a community helper (police officer, childcare worker, or neighbor).



How do I know when sexual harassment may be occurring?

Am I being harassed?

Am I harassing someone?

Ask yourself the following questions:

- Is the behavior embarrassing to someone because that person is a boy or a girl?
- Is the behavior unwelcomed by anyone involved?
- Does the behavior make you or any other person feel uncomfortable?
- Does the behavior interfere with anyone's ability to learn or to enjoy school or classroom activities?
- Does the behavior happen over and over?
- Would you ever want this behavior directed toward a member of your family or toward a friend?
- Does the behavior make one person feel strong and the other person feel weak?
- Would the same behavior occur in the presence of an adult?

What should I know about my responsibilities and rights related to sexual harassment?

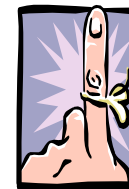
Students are protected against sexual harassment by a law prohibiting discrimination in schools on the basis of sex. Sexual assault is also against the law. You have a right to participate in all school and classroom activities free from sexual harassment. You also have a responsibility not to engage in sexual behaviors that are unwelcomed or offensive to others.

What is sexual harassment?

Sexual harassment is when someone behaves toward you in a way that makes you feel threatened, offended, embarrassed, or uncomfortable because you are a boy or girl.

This happens:

- When another person makes unwelcomed comments to you about sexual behavior.
- When another student talks about your personal body parts.
- When you get teased about your personal body parts.
- When another person touches you where he/she should not.
- When someone continues to look at your body in a way that makes you feel uncomfortable.
- When someone spreads rumors about you by talking about your sexual behavior.
- When someone threatens you with sexual behaviors.



Remember that while the majority of incidents of sexual harassment involve a male harassing a female, harassment can also involve female to male, male to male, or female to female behaviors. Harassment may be student to student, teacher to student, student to teacher, or teacher to teacher.