

C.M. RUSSELL HIGH SCHOOL

POLICY REGARDING INTIMIDATION, HAZING, HARASSMENT, SEXUAL HARASSMENT AND CYBER BULLYING.



WHAT IT IS AND HOW DO YOU GET HELP?

Intimidation

Intimidation, bullying or harassment exists when someone hurts or frightens another person or group on purpose. These are aggressive behaviors that will not be tolerated. Intimidation consists of behaviors that cause someone to feel threatened or humiliated. It is denoted by the following behaviors:

- An imbalance of power exists between victim and bully.
- The behavior is repeated, and usually repeated often.
- One student does not enjoy the behavior while the other student does enjoy it and may categorize it as a "joke."
- A student is humiliated by another's actions.

The above behaviors will be dealt with through disciplinary consequences. Intimidation, bullying, and harassment will not be regarded as a joke.

Harassment and Hazing

Harassment, hazing, humiliation and/or discrimination of any type will not be tolerated. If such activities should occur, they will result in disciplinary action.

Generally, hazing means committing an act against a student or coercing a student into committing an act that creates a risk of harm to a person in order for student to be initiated into or affiliated with a student activity, organization or club, or for any other purpose.

Hazing or harassment includes, but is not limited to:

- Any type of physical brutality.
- Any type of physical activity or other type of activity that subjects a student to an unreasonable risk of harm that adversely affects the mental or physical health or safety of the student.
- Any activity that discourages a student from being in school.
- Any activity that is in violation of the law or school rules.
- Knowingly aiding and abetting another person who is engaged in hazing.

All students and staff are required to report any alleged hazing or bullying violations to school Administrators.

Sexual Harassment

What is Sexual Harassment? Simply stated, sexual harassment is any UNWANTED attention of a sexual nature. This can be verbal, non-verbal, and/or physical. It is the explicit intent of C. M. Russell High School administration, faculty and staff to protect any student, teacher, or staff member from being subject to any form of sexual harassment.

Sexual harassment in any form is not only against our standards of behavior; it is against Great Falls Public School Board Policy, and IT IS AGAINST THE LAW!

If you are unsure whether behavior is harassment please ask us. The building Title IX Coordinator is Associate Principal, Mrs. Julie Tramelli. A counselor or other administrator may also assist you in getting answers to your questions. The most **INEFFECTIVE** way to deal with this problem is to ignore it. Immediate, direct, assertive action puts an end to the situation. Oftentimes, this requires a third party.

What Sexual Harassment Could Look or Feel Like:

- Physical contact, including touching, pinching, or brushing the body.
- Statements or jokes with sexual overtones.
- The display of graphic, sexual explicit objects, posters, or pictures that show people in a degrading or humiliating manner.
- Persistent requests for social/sexual encounters and favors.
- Sexual assaults.
- Repeated comments emphasizing the sexuality or sexual identity of an individual.
- Obscene gestures, nonverbal suggestive behavior (leering) or insulting sounds (whistling, "Moo", etc.)
- If you are the only girl/boy in a class and the boys/girls really give you a hard time.
- In the hallway between classes, frequent "accidental" brushing of breasts or buttocks.
- A school employee stares at a student all the time or asks the student to do little favors that make the student feel uncomfortable.
- A group of students say gross things about you as you walk by.

How Do You Know If You Are Being Harassed?

Students and adults say that they are sometimes unsure about whether they are being sexual harassed. Sometimes they say it is difficult to tell the difference between sexual harassment and flirting and teasing. There is a difference, though. Harassment feels bad. **FLIRTING FEELS GOOD. HARASSMENT IS UNWANTED!** It makes people feel trapped and helpless, frustrated, confused, resentful, and angry. If you think you are being harassed, your own thoughts and feelings are usually pretty good signals about what is happening to you. Remember there is something you can do, and school officials will help.

You don't have to tolerate being a victim of sexual harassment. The most ineffective way of handling the problem is to ignore it. Immediate, direct, assertive action by the victim is the more effective way of dealing with the problem. If you don't like what is being said or done, inform the harasser that the behavior is unwelcome. If you can, tell the harasser that you don't like it, that you don't want to hear it and to stop it. If the harassing continues, or at any time, if you desire, report the harassment/sexual harassment to your teacher, guidance counselor, administrator, or the Title IX coordinator.

How Can You Help As A Friend?

Friends can be very helpful. Sometimes they can do more than anyone else can. A friend can help someone figure out what is happening and what to do about it. If you are a friend of someone being harassed; be a good listener. Don't act on your own without the person's permission. That might make your friend feel even more helpless. Help your friend decide what to do and then be supportive. If your friend decides to discuss matters with an adult at school, help your friend prepare what to say. Talk it over. Make a list of what happened.

- Write down what happened, when and where it occurred, who said it, how it made your friend feel, and how your friend tried to stop it.
- Provide plenty of detail.
- Offer to go along with your friend to file a complaint.
- Your friend may be scared and really need your support.
- Be reassuring, but let your friend do the talking.
- Be supportive.



Checklist for Students

Do:

- ✓ Tell harassers to STOP. Ignoring sexual harassment won't make it go away.
- ✓ Tell a teacher, counselor, or administrator.
- ✓ Keep records, a journal or diary of all incidents, dates, times, and witnesses.
- ✓ Talk to others. Tell your friends and adults you trust.
- ✓ Write a letter to the harasser. Deliver the letter in front of an adult witness, and keep a copy.
- ✓ Contact an adult you trust who can help you take more formal action including filing a complaint. Your school must take you seriously.
- ✓ Get a written copy of the school district's sexual harassment and grievance policy.
- ✓ Keep any written or taped messages from the harasser.
- ✓ Remember you have a right to an education free of sexual harassment.

Don't:

- ✓ Give Up! Sexual harassment is illegal from a student or an adult.
- ✓ Try to ignore it, thinking it will go away.
- ✓ Drop out of a class or an activity because of harassment. Eliminating harassment is your school's responsibility.
- ✓ Blame yourself. Harassers are responsible for their own behavior.
- ✓ Be ignorant of your legal rights to take formal action if necessary.
- ✓ Delay in getting straight answers, or taking action.
- ✓ Forget your responsibility to stop your friends when they harass others.

Cyber Bullying

Any and all forms of harassment in cyberspace, often called "cyber bullying" are unacceptable. Cyber bullying includes, but is not limited to, the following misuses of technology: harassing, teasing, intimidating, threatening, or terrorizing another student by sending or posting inappropriate email messages, instant messages, text messages, digital photos, or website postings. Any incidents of cyber bullying should be reported to an administrator; the reports will be investigated fully. Consequences may include the loss of computer privileges, detention, suspension, expulsion and/or involvement of law enforcement.

**C.M. RUSSELL HIGH SCHOOL
228 17TH AVENUE NW
GREAT FALLS, MT 59404
406-268-6100**

**MRS. JULIE TRAMELLI
TITLE IX COORDINATOR
406-268-6105**