

It is the policy of the Meriwether County School District to prohibit any act of harassment of students or employees by other students or employees based upon race, color, sex, [pregnancy](#), [genetics](#), national origin, religion, age or disability at all times and during all occasions while at school, in the workplace or at any school event or activity. Any such act by a student or employee shall result in prompt and appropriate discipline, including the possible termination of employment or suspension or expulsion of the student.

Sexual harassment may include conduct or speech which entails unwelcome sexual advances, requests for sexual favors, taunts, threats, comments of a vulgar or demeaning nature, demands or physical contact which creates a hostile environment for a student or employee. There may be other speech or conduct which employees or students experience as inappropriate or illegal harassment which should also be reported; harassment can take many forms and it is not possible to itemize every aspect of the harassment forbidden by this policy. Meriwether County School District may offer support for the victim(s) of bullying. This support will include but not be limited to counseling, change of venue within the school, and/or changing of the victim(s) daily schedule. This support will allow victim(s) to continue their education or employment with the Meriwether County School District. These accommodations will be offered on a case by case basis.

Any student, employee, applicant for employment, parent or other individual who believes he or she has been subjected to harassment or discrimination by other students or employees of the school district as prohibited by this policy should promptly report the same to the principal of their school or to the appropriate coordinator designated in policy GAAA, who will implement the Board's discriminatory complaints procedures as specified in that policy. Students may also report harassment or discrimination to their school counselor or any administrator. Students and employees will not be subjected to retaliation for reporting such harassment or discrimination. If at any point in the investigation of reported sexual harassment of a student, the coordinator or designee determines that the reported harassment should more properly be termed abuse, the reported incident or situation shall be referred pursuant to the established protocol for child abuse investigation.

It is the duty of all employees to promptly report harassment forbidden by this policy. All supervisors will instruct their subordinates as to the content of this policy and, through appropriate staff development, enlighten employees as to the varied forms or expression of prohibited harassment. The principals of all schools shall ensure that students and parents are informed through student handbooks and verbally that such harassment is strictly forbidden, how it is to be reported and the consequences for violating this policy.

---

**Policy Reference Disclaimer:** These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

**State Reference**[O.C.G.A 19-07-0005](#)[O.C.G.A 20-02-1184](#)[O.C.G.A 45-01-0004](#)**Description**[Reporting child abuse](#)[Mandatory reporting of students committing certain prohibited acts](#)[Complaints or information from public employees as to fraud, waste, and abuse in state programs and operations](#)**Federal Reference**[18 USC 1513](#)**Description**[Retaliating against a witness, victim, or an informant](#)

20 USC 1681	<a href="#">Title IX-Prohibition against discrimination based on sex</a>
34 CFR 100.7	<a href="#">Title VI - Conduct of investigations</a>
34 CFR 104.7	<a href="#">Section 504 - Designation of responsible employee and adoption of grievance procedures</a>
42 USC 2000d	<a href="#">Civil Rights Act-Prohibition against discrimination in federally assisted programs on basis of race, color, or national origin</a>
42 USC 2000e-2	<a href="#">Unlawful employment practices</a>
45 CFR 86.57	<a href="#">Discrimination based upon marital or parental status prohibited</a>