
Examples of behaviors that can be considered harassment:

- Name calling
- Sexual gestures with hands, body or eyes
- Pulling at another person's clothing
- Threats of any sort
- Touching, pinching, grabbing
- Asking to have sex
- Cornering/leaning over/following
- Making out (kissing/hugging/touching) in a public place (hallway, gym) where it can be seen
- Pressuring for dates
- Telling dirty jokes
- Swearing
- Sexual pictures/cartoons-including revealing photos in lockers or binders
- Rating appearances on a scale of 1 to 10
- Comments about body/weight/clothing or other physical characteristics
- Offensive t-shirts, hats, pins or revealing clothing
- Graffiti
- Suggestive whistles
- Kissing sounds/cat calls
- Sending unwanted notes, letters, emails,
- Intentionally excluding someone from activities
- Racial or gender characterization

Harassment affects Individuals!

Physical Effects

Stress-related symptoms like:

- Acne
- Changes in body weight
- Colds/sore throat
- Dependence on alcohol/drugs
- Headaches, stomach or back aches
- Illness
- Loss of appetite

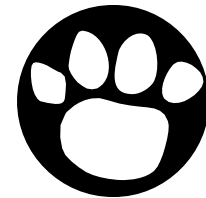
Emotional Effects

- Anger/irritability
- Anxiety/worry/fear
- Confusion
- Depression
- Isolation/withdrawal
- Embarrassment/humiliation
- Low self-esteem/ self-doubt
- Mood swings

Effects on School Performance

- Absenteeism/tardiness/truancy
- Drop in quality of school work
- Lack of concentration
- Loss of trust in the educational system

Beaver Lake Middle School is a Harassment Free Zone



Mission Statement:

The Issaquah School District is committed to maintaining an environment that is safe and welcoming for all students... one that is free from racial, sexual, and other forms of harassment.

Harassment

The Issaquah School District is committed to a safe and civil environment for all students, employees, volunteers and parents, free from harassment, intimidation or bullying.

Harassment is defined as:

Any intentional written, verbal or physical act, including but not limited to one shown to be motivated by any characteristic such as race, color, religion, ancestry, national origin, gender, sexual orientation, or mental or physical disability when the act:


- (a) Physically harms a student or damages the student's property; or
- (b) Has the effect of substantially interfering with a student's education; or
- (c) Is so severe, persistent or pervasive that it creates an intimidating or threatening educational environment; or
- (d) Has the effect of substantially disrupting the orderly operation of the school.

***Harassment is any unwelcome behavior that continues after you've told the person to stop.*

The intent of the person doing the harassment makes no difference whatsoever, the person on the receiving end is the one who decides whether the behavior is offensive. It's the victim's perception that counts.

Procedures for Resolution

If you have been a target of Harassment:

1. Tell the Harasser to Stop! Say "no" or "stop" in a loud, clear voice. 
2. Tell an adult. Do not engage in equally aggressive behavior in action or speech as a way to defend yourself. If it happens in the classroom, tell your teacher. If it happens in a common area (hallway, lunch room etc.), tell the nearest adult.
3. If you've told the harasser to stop and the harassment continues, go to the counseling center and file a harassment report form.

Any student who feels that he or she has been subjected to harassment by another student has an obligation to report the alleged harassment promptly.

Commitment of Response

School Staff will **always** respond to oral or written reports of harassment.

Consequences for harassing behaviors may include:

1st offense:

Counselor meets with the harasser and educates him/her about the district's harassment policy. Usually a warning is issued.

2nd offense:

Assistant Principal meets with the harasser. Disciplinary actions/consequences can be significant: major infraction issued, parents contacted, possible in-school suspension.

3rd Offense:

Parents contacted, out of school suspension, and/or a referral made to an outside agency for recommended counseling, or law enforcement for criminal action.

Both Issaquah School District policy and state law prohibit retaliation against individuals who report harassment.
