



JONESBORO

Community Consolidated School District #43

***309 Cook Avenue
Jonesboro, IL 62952***

MEMORANDUM

SUPERINTENDENT OFFICE

***Terry Moreland
Interim Superintendent***

***Erica Goines
Bookkeeper/Treasurer***

***(618) 833-6651
(618) 833-8612 FAX***

PRINCIPAL OFFICE

***Tom Stark
Principal***

***Jenny Sadler
Secretary***

***(618) 833-5148
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To: All District Parents, Students, Staff, and Administrators
From: Board of Education of Jonesboro School District No. 43
CC: Terry Moreland, Interim Superintendent
Subject: Statement against Sexual Harassment of Students
Updated Board Policies and Student Handbook Pertaining to
Bullying, Harassment, and Discrimination
Date: June 23, 2015

Please be advised that on June 22, 2015 the Board of Education updated its policies prohibiting bullying, harassment, intimidation, and discrimination. Further, this memorandum provides a complete copy of the District's Updated Statement against Bullying, Intimidation, and Harassment; Anti-Harassment Statement against Sexual Harassment; and an updated Title IX Non-Discrimination Notice

Updated Board Policies and Updated Student Handbook

The Board of Education approved updates to the following Board Policies: Board Policy 2:260 (Uniform Grievance Procedure); Board Policy 7:20 (Harassment of Students Prohibited); Board Policy 7:180 (Prevention of and Response to Bullying, Intimidation, and Harassment); Board Policy 7:185 (Teen Dating Violence Prohibited); and Board Policy 7:190 (Student Discipline). Information concerning the filing and handling of formal and informal complaints of bullying and harassment are contained within these policies and discussed below.

Additionally, the District has updated the Student Handbook to reflect and correspond to the updated board policies. Further, the Student Handbook now contains an updated Title IX Non-Discrimination Notice and Anti-Harassment Statement against Sexual Harassment. Both the Title IX Non-Discrimination Notice and Anti-Harassment Statement against Sexual Harassment are contained below.

A copy of the updated board policies and updated student handbook may be found on a visible link on the District's homepage at www.jonesboro43.com. Further, you may call the District office at (618)833-6651 to receive a copy of the updated policies.

Bullying, Intimidation, and Harassment Prohibited

No person, including a District employee or agent, or student, shall harass, intimidate, or bully a student on the basis of actual or perceived: race; color; nationality; sex; sexual orientation; gender; identity; gender-related identity or expression; ancestry; age; religion; physical or mental disability; order of protection status; status of being homeless; actual or potential marital or parental status, including pregnancy; association with a person or group with one or more aforementioned actual or perceived characteristics; or any other distinguishing characteristic. The District will not tolerate harassing, intimidating conduct, or bullying, including sexual harassment, whether verbal, physical, or visual, that effects the tangible benefits of education, that unreasonable interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment. Examples of prohibited conduct include name-calling, using derogatory slurs, stalking, causing psychological harm, threatening or causing physical harm, threatened or actual destruction of property, or wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above. (Per Jonesboro CCSD 43 Board Policies 7:20, 7:180 and 7:190)

Anti-Harassment Statement Against Sexual Harassment

Jonesboro School District does not tolerate harassment on the basis of sex, which includes gender-based harassment. Any person, including a district employee or agent, or student, who engages in sexual harassment, including gender-based harassment, whenever he or she makes sexual advances, requests sexual favors, and/or engages in other verbal or physical conduct, including sexual violence, of a sexual or sex-based nature, imposed on the basis of sex, that:

1. Denies or limits the provision of educational aid, benefits, services, or treatment; or that makes such conduct a condition of a student's academic status; or
2. Has the purpose or effect of:
 - a. Substantially interfering with a student's educational environment;
 - b. Creating an intimidating, hostile, or offensive educational environment;
 - c. Depriving a student of educational aid, benefits, services, or treatment; or
 - d. Making submission to or rejection of such conduct the basis for academic decisions affecting a student.

Any student who believes he or she has been subjected to sexual harassment, including gender-based harassment, is encouraged to report the incident(s) to the District Nondiscrimination Coordinator or a Complaint Manager, whose contact information is provided below. The District will conduct a prompt and thorough investigation, and District Policy 2:260 is the formal procedure under which students may file a complaint of harassment.

The District's Complaint Managers are responsible for investigating complaints of sexual harassment. The District's policy provides that investigation of a complaint of sexual harassment and a written report of findings will be completed within 30 school business days of the date the complaint was filed, unless a Complaint Manager requests an extension of time. The District's policy also provides for appropriate disciplinary sanctions of individuals who engage in sexual

harassment and such discipline may include, if circumstances warrant, suspension or expulsion of a student and suspension or termination of an employee. It is also the District's policy that it will not tolerate retaliation against individuals who report sexual harassment, including gender-based harassment. Students or employees who engage in retaliation will be promptly disciplined.

Nondiscrimination Coordinator:

Terry Moreland, Interim Superintendent (or
New Superintendent)

Name

309 Cook Ave., Jonesboro, IL 62952

Address

tmoreland@jonesboro43.com

email

618-833-6651

Telephone

Complaint Managers:

Mr. Tom Stark

Name

309 Cook Ave, Jonesboro, IL 62952

Address

tstark@jonesboro43.com

email

618-833-6651

Telephone

Ms. Beth Hileman

Name

309 Cook Ave, Jonesboro, IL 62952

Address

bhileman@jonesboro43.com

email

618-833-6651

Telephone

Inquiries concerning application of Title IX and its implementing regulation may be referred to the District's Nondiscrimination Coordinator or to the U.S. Department of Education, Office for Civil Rights, 500 W. Madison, Chicago, IL 60661, (312) 730-1560

Title IX Non-Discrimination Notice

Title IX prohibits discrimination on the basis of sex in education programs or activities by recipients of federal financial assistance. Jonesboro elementary does not discriminate on the basis of sex in any aspect of its educational programs and activities, including admission to or employment in its educational programs or activities. The Title IX coordinator for Jonesboro Elementary is Interim Superintendent Terry Moreland, or the new District Superintendent. The coordinator may be contacted at 618-833-6651 or in person at 309 Cook Ave, Jonesboro, Illinois, tmoreland@jonesboro43.com. Jonesboro Elementary has jurisdiction over complaints alleging violations of Title IX and grievance procedure questions to address sex discrimination claims are to be directed to the district coordinator. Inquiries concerning application of Title IX and its implementing regulations may be referred to the Title IX coordinator or to the U.S. Department of Education's Office for Civil Rights, 500 W. Madison, Chicago, IL 60661.