

NORTH OLMSTED CITY SCHOOLS



Prohibition of Harassment

All members of the North Olmsted School Community—faculty, staff, and students—are expected to treat each other with dignity and respect, and each is entitled to freedom from *any kind* of personal harassment. Harassment in any form, including but not limited to race, gender, sexual orientation, ethnicity, nationality, language, age, religion, physical appearance, physical or mental capacity, will not be tolerated.

Harassment is defined as unwelcome, harmful behavior towards another person because the behavior is annoying, bothersome, or physically and/or emotionally injurious.

Forms of harassment can include verbal and/or written remarks, symbols, caricatures, physical contact, gestures, innuendo, gossip, phone calls, among other acts. The significant point is that a victim of harassment feels uncomfortable, intimidated, or physically or emotionally hurt as a result of someone else's behavior, regardless of intent.

The penalties associated with harassment may include disciplinary actions ranging from verbal reprimand to suspension and/or expulsion and possible police/court involvement.

Any one who feels he/she is a victim of harassment should bring the matter to the immediate attention of an appropriate school official.