

Harassment Is **ILLEGAL**

SEXUAL HARASSMENT is prohibited based on Federal Law - Title IX of the Education Amendments of 1972.

FOR STUDENTS: Sexual harassment is **unwanted and unwelcome** behavior of a sexual nature which interferes with a student's right to learn, study, work, achieve, or participate in school activities in a comfortable and supportive atmosphere. You have a right to participate in all school and classroom activities in an atmosphere free from sexual harassment. You have a responsibility not to engage in sexual behaviors that are unwelcome or offensive to others.

Examples of Sexual Harassment include: unwelcome sexual advances, suggestive or lewd remarks, unwanted hugs, touches, kisses; requests for sexual favors; retaliation for complaining about sexual harassment, derogatory or pornographic posters, cartoons or drawings.

**If you have questions or believe that you or others are being harassed, contact:
District Title IX Coordinator: Olinda Flores**

Office Address: 1302 Glenn Street, Zapata, Texas 78076

Telephone number: (956) 765-6858

Email Address: oflores@zcisd.com

You may also contact: Office for Civil Rights, U.S. Department of Education, Lyndon Baines Johnson Department of Education Bldg, 400 Maryland Avenue, SW, Washington, DC 20202-1100, Telephone: 800-421-3481 FAX: 202-453-6012; TDD: 800-877-8339; Email: OCR@ed.gov

Sexual harassment is not limited to prohibited behavior by a male toward a female, or by a supervisory employee toward a non-supervisory employee, or a teacher to a student. The victim does not have to be the opposite sex of the harasser. Harassment may be student to student, teacher to student, student to teacher or teacher to teacher. The gender of the complainant and/or the alleged harasser is irrelevant, even if they are of the same gender. Sexual harassment based on sexual orientation or gender identity is also prohibited under State Law.

► ***What should I do if I believe I am being sexually harassed?***

- Find out about your school or school district's policy and procedures for handling sexual harassment issues. Follow those procedures.
- Take action and get help when needed. Ignoring sexual harassment is not an effective way to stop it.
- Whenever possible, tell the harasser verbally or in writing what the specific behaviors are that you find offensive. Ask him or her to stop.
- Report the offensive behaviors to a teacher, counselor, Title IX coordinator, or school administrator.
- Keep a detailed record of the harassing behavior to share with school officials who investigate your complaint.
- If not satisfied with the resolution of your concerns, contact one of the appropriate organizations listed.

The victim does not have to be the person at whom the unwelcome sexual conduct is directed; the victim may be someone who is a witness to and personally offended by such conduct although directed toward another. Sexual harassment is unwelcome conduct that is personally offensive, lowers morale, and interferes with educational performance. This unwelcome sexual behavior is defined from the perspective of the victim, not the harasser.

► ***Where to Get Help***

- **Serving Children & Adults in Need (SCAN)** : 1605 Saldana Ave. Laredo, Texas 78041
Ph: (956) 724-3177, Toll Free 1-800-355-7226
- **The Rape Crisis Center:** 7500 US Hwy 90 W, Building 2, Suite 201, San Antonio, Texas 78277, Ph: (210) 521-7273, Hotline (24-hour): (210) 349-7273

ZAPATA COUNTY INDEPENDENT SCHOOL DISTRICT NON-DISCRIMINATION STATEMENT:

The District prohibits discrimination, including harassment, against any student on the basis of race, color, religion, sex, gender, national origin, disability, age, or any other basis prohibited by law. The District prohibits dating violence, as defined by District Policy. Retaliation against anyone involved in the complaint process is a violation of District policy and is prohibited.