



No one “asks” or deserves to be bullied, harassed or sexually harassed.

- Not even if other people think you are different.
- Not for the way you dress.
- Not even if you have flirted with or dated someone before.
- Even if you do not confront the harasser.
- Not even if you are “friends” with the other person.

If it is happening to you or someone else, report it!

- Keep telling if it continues.
- Save any notes, pictures, texts, emails, etc. Give these items to a trusted adult.
- Practice safe, appropriate ways to respond
- Talk with your parents and/or a trusted adult at school such as a teacher, coach or counselor

What happens if someone bullies, harasses or sexually harasses someone?

- All complaints will be promptly and thoroughly investigated.
- Appropriate disciplinary action will be taken and may include expulsion from school.
- Intentionally filing a false complaint will result in appropriate disciplinary action up to and including expulsion of the student making the false accusation.



How to stop if you are the bully or harasser:

- Know what constitutes bullying, harassment and sexual harassment.
- Practice empathizing with others. Consider things from the other person’s perspective.
- Remove yourself from groups of people who are negative and/or treat others negatively.
- Think before you act.
- If you have trouble managing strong emotions, talk to someone who can help.
- Take responsibility for your actions.

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For questions regarding bullying & crimes, please contact:
Safety Services, 316-973-2260

For questions regarding sexual harassment, please contact:
Human Resources—Title IX Office, 316-973-4616

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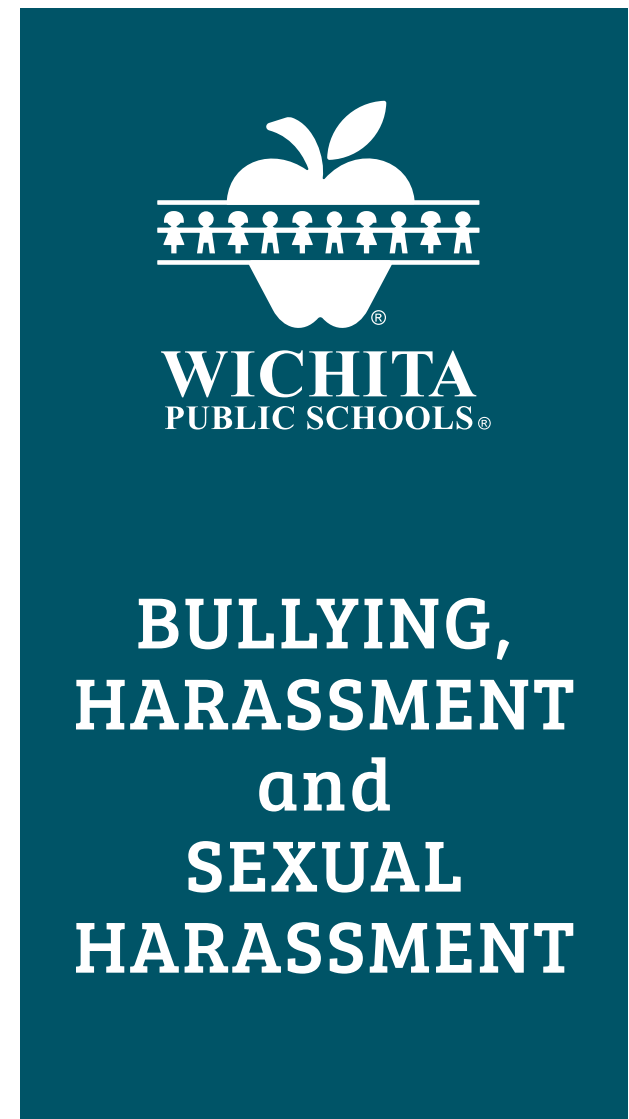
The Wichita Public Schools is committed to ensuring an environment that is free of discrimination, and to fostering a climate in which all employees and students may participate, contribute and grow to their fullest potential. Harassment and disparate treatment will not be permitted or condoned in Wichita Public Schools. The Wichita Public Schools does not discriminate on the basis of race, color, national origin, religion, sex, gender identity, sexual orientation, disability, age, veteran status or other legally protected classifications in its programs and activities.

All Wichita Public Schools employees have the responsibility to support this statement.

The following persons have been designated to handle inquiries regarding the non-discrimination statement:

Section 504 Coordinator for Adults and Title IX Coordinator for Adults and Students
903 South Edgemoor, Wichita, KS 67218,
(316) 973-4420

Section 504 Coordinator for Students
903 South Edgemoor, Wichita, KS 67218,
(316) 973-4475



What is bullying, harassment, and sexual harassment?

Bullying...

- Is purposeful behavior that intends to cause harm or distress
- Is severe, persistent or pervasive behavior that creates an abusive, intimidating or threatening environment
- Occurs in a relationship where there is an imbalance of power
- Can occur once or many times

Harassment...

- Is verbal or physical behavior that puts another person down or shows hostility toward another person or group of persons based on their race, color, religion, gender identity, sexual orientation, national origin, age or disability
- Creates an intimidating, hostile or offensive school environment
- Unreasonably interferes with an individual's school performance or educational opportunities

Sexual Harassment...

- Is unwanted and unwelcome sexual behavior which interferes with an individual's right to get an education or to participate in school activities
- May result from words or conduct of a sexual nature that offend, stigmatize, demean, frighten or threaten an individual because of their gender
- May cause the target to feel uncomfortable, embarrassed or threatened
- Can happen once or many times

What are some examples of bullying, harassment, and sexual harassment?

Bullying may include:

- Hitting, kicking, shoving, spitting
- Name-calling
- Taunting and/or mocking
- Writing or spreading rumors
- Deliberately excluding someone from a group or activity

Harassment may include:

- Drawing or wearing hate symbols
- Making threatening phone calls
- Writing and/or distributing hate mail
- Destruction of religious symbols
- Slurs that relate to race, color, religion, gender identity, sexual orientation, national origin, age or disability
- Group profiling or stereotyping
- Teasing or making fun of people with physical or mental disabilities
- Jokes that target people or groups

Sexual Harassment may include:

- Touching, pinching, poking or grabbing body parts
- Making suggestive or sexual gestures, looks, jokes, verbal comments and/or noises
- Asking unwelcome and unwanted questions about a person's sexual activity or sexual orientation
- Spreading rumors about a person's sexuality or making public statements about a person's sexual orientation or sexual activity
- Displaying sexually suggestive pictures
- Sending or delivering unwanted and unwelcome messages of a sexual nature

Cyberbullying includes many of the same behaviors by use of any electronic communication device through means including, but not limited to, e-mail, instant messaging, text messages, blogs, mobile phones, online games and websites. Words, photos and just about anything you post online can be seen by EVERYONE, even if it's deleted. Nothing is completely private.

You have the power to prevent and stop bullying, harassment and sexual harassment.

- Don't be part of the problem.
- Choose not to join in or watch; walk away and take your friends with you.
- Speak out against unkind words or actions
- Be supportive of the person who's being bullied or harassed.
- Tell the person you'll go with him or her to report the incident.
- Report the incident yourself.



To submit an **anonymous** tip, download the "p3 tips" app or visit usd259.org/speakup



What if the person claims they were only joking?

If it's hurting someone physically or emotionally, it is not okay and it is not a joke. Everyone takes jokes differently and people are sensitive about different things. Just because someone says he or she didn't mean it, doesn't mean it didn't happen or it didn't hurt someone.