

# Appropriate Relationships With Students

## Equal Opportunity and Nondiscrimination



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# RISD Policy of Nondiscrimination

- RISD prohibits unlawful discrimination on the basis of any protected category: race, gender/sex, religion, national origin, disability, and also for employees: age, and membership or application for membership in the armed services in any aspect of employment or application for employment and in any educational program or activity.
  - Sexual harassment is a form of sex discrimination
  - RISD will not retaliate against any person who reports alleged discrimination, supports one who reports discrimination, or participates in an investigation of alleged discrimination
  - RISD will promptly respond to any known complaint or report of unlawful discrimination and take prompt corrective action to address unlawful discrimination and other inappropriate conduct

# RISD Policy of Nondiscrimination

- Title IX – prohibits discrimination on the basis of sex
- Americans With Disabilities Act (ADA) and Section 504 of the Rehabilitation Act (Section 504) prohibit discrimination on the basis of a disability
- Title VI prohibits discrimination on the basis of race and national origin
- Title VII prohibits discrimination in employment on the basis of race, sex, gender/sex, religion, national origin, and citizenship
  
- **Title IX Coordinator**
  - Dr. Matthew Gibbins,
    - Chief Executive Director of Student Services
  - 400 S. Greenville Avenue  
Richardson, TX 75081
  - 469-593-0372
  - [matthew.gibbins@risd.org](mailto:matthew.gibbins@risd.org)
  
- **Section 504/ADA Coordinator**
  - Alicia Zornig
    - Director
  - 701 W. Belt Line Drive  
Richardson, TX 75080
  - 469-593-7517
  - [alicia.zornig@risd.org](mailto:alicia.zornig@risd.org)
  
- Reports of discrimination (other than sex or disability) should be reported to your supervisor or the Human Resources Department
  
- Board Policy DIA and FFH prohibit unlawful discrimination, harassment, and retaliation against students and employees (policies on website). Information also is in handbooks and other District publications

# Sexual Harassment is a Form of Sex Discrimination

Although RISD prohibits ANY discrimination on the basis of any protected category (race, religion, national origin, citizenship, disability, age, sex/gender) this presentation focuses on prohibited sexual harassment

# Definition of Sexual Harassment

The Title IX regulations define three types of sexual harassment:

- **Quid Pro Quo** – A school district employee conditions an educational benefit or service on an individual's participation in unwelcome sexual conduct

More prevalent claims

- **Hostile Environment** – Unwelcome conduct of a sexual nature determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the institution's educational program or activity
- **Sexual Violence** - assault, dating violence, domestic violence, or stalking as defined under the Clery Act and Violence Against Women Act

# What is Sexual Harassment?

Unwelcome conduct of a sexual nature that interferes with the student's educational environment. EXAMPLES:

- Having sex with a student ALWAYS is sexual harassment
- Soliciting a sexual or romantic relationship with a student may be sexual harassment
- Making sexual comments to a student (sexual jokes, discussing student's body or other personal/intimate topics, etc.) may be sexual harassment
- Inappropriately touching a student may be sexual harassment
- Sexual violence and stalking is sexual harassment

# Responding to Warning Signs

- **Every employee has a nondelegable legal duty to report suspected child abuse or neglect**
  - A romantic relationship between an employee and a student **EVEN IF CONSENSUAL** is illegal and must be reported – *ZERO TOLERANCE*
- If you suspect an inappropriate employee-student relationship or even see warning signs, **REPORT IT IMMEDIATELY**
- If you see or receive a report of student-on-student sexual harassment, **REPORT IT IMMEDIATELY**
- **Title IX Coordinator – Dr. Matthew Gibbins**

# Reporting Sexual Harassment

**ANY** employee who has knowledge or reason to believe sexual harassment has occurred **must** report it immediately

- Campus-based employees **MUST** immediately notify the campus principal regarding known or suspected sexual harassment
- Non campus-based employees **MUST** immediately notify their direct supervisor regarding known or suspected sexual harassment
- When a campus administrator or supervisory-level employee receives a report of known or suspected sexual harassment, he/she **MUST** immediately notify the Title IX Coordinator of the report



# Responding to Reports of Sexual Harassment

- RISD will respond promptly to every report of sexual harassment and will:
  - Investigate allegations and
  - Take appropriate actions to address the alleged conduct
- RISD will not retaliate against any person who makes a good faith report of harassment or participates in any investigation of harassment

# Appropriate Electronic Communications With Students

**RISD Expectations: All communications must be appropriate and professional**

- Responsible Use Guidelines – Technology Resources
- Board Policy – Electronic Communications and Data Management Systems (CQ)
- Board Policy – Employee Conduct (DH)
  
- **Employee Handbook – *Use of Social Media With Students***
- All staff must use caution and discretion in maintaining pages on or posting to any social networking sites.
- Do not take pictures of students
- **It is inappropriate for an employee to post any student information on Facebook or any other outside social networking site.**
- Employees also may not identify students as “Friends” or other similar designations on such sites.
- Employees are discouraged from accepting invitations from students to become “Friends” or other similar designations on students’ sites.

# Social Media

## RISD Expectations (Employee Handbook – *cont'd*)

- Employees shall not communicate directly with any individual student between the hours of **10:00 p.m. and 6:00 a.m.**
- Upon request from administration, employees shall provide the phone number(s), social network site(s), or other information regarding the methods of electronic media the employee uses to communicate with any currently enrolled student(s).
- **Employees shall limit communications to matters within the scope of the employee's professional responsibilities.**
- The prohibitions concerning use of social media apply whether the employee is using district-provided equipment and network resources or the employee's personal equipment.