

## Harassment is Illegal



**Sexual harassment is prohibited** based on Federal Law – Title IX of the Education Amendments of 1972, and Oregon State Law – Sec. 10-15c. Harassment based on sexual orientation is also protected under Oregon State Law – Sec.10-15c.

**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 question or believe that you or others are being harassed, contact:**

**Student Title IX Coordinator:** Susan Van Liew, Assistant Superintendent  
Office Address: 1212 NE Fogarty, Newport, OR 97365  
Telephone number: 541-265-4405  
susan.vanliew@lincoln.k12.or.us

**Staff Title IX Coordinator:** Tiana Tucker, Human Resources Director  
Office Address: 1212 NE Fogarty, Newport, OR 97365  
Telephone number: 541-265-4436  
tiana.tucker@lincoln.k12.or.us

**You may also contact: Oregon State Title IX Coordinator:** Karin Moscon, Oregon Department of Education, Equity Unit- Education Specialist, Civil Rights; 255 Capitol Street NE, Salem, OR 97310-0203. (503) 947-5706

**You may also contact:** Office of Civil Rights, U.S. Department of Education, Seattle Office, 915 Second Avenue, Room 3310, Seattle, WA 98174-1099. Phone: (206) 607-1600, Fax: (206) 607-1601 or email [OCT.Seattle@ed.gov](mailto:OCT.Seattle@ed.gov)

U.S. Department of Education, 8<sup>th</sup> Floor, 5 Post Office Square, Boston, MA 02109-3921. Phone: (617) 289-0111, Fax: (617) 289-0150, TDD (877) 521-2172, or email [OCR.Boston@ed.gov](mailto:OCR.Boston@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 the same gender. Sexual harassment based on sexual orientation or gender identity is also prohibited under Oregon State Law.

➤ ***What should I do if I believe that 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 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**

**Oregon State Title IX Coordinator:** Karin Moscon, Oregon Department of Education, Equity Unit- Education Specialist, Civil Rights; 255 Capitol Street NE, Salem, OR 97310-0203. (503) 947-5706

[Oregon Department of Education, Title IX](#)

To file a complaint with:

LCSD: [http://policy.osba.org/lincoln/G/GBN\\_JBA%20R%202%20D1.PDF](http://policy.osba.org/lincoln/G/GBN_JBA%20R%202%20D1.PDF)

Oregon Department of Education: <https://www.oregon.gov/ode/students-and-family/equity/civilrights/Pages/FilingComplaint.aspx>

Federal Office of Civil Rights: [US Department of Education, Office for Civil Rights](#)

*The District shall promote nondiscrimination and an environment free of harassment based on an individual's race, color, religion, sex, sexual orientation, national origin, marital status, age or disability, or because of the race, color, religion, sex, sexual orientation, national origin, marital status, age or disability of any other persons which whom the individual associates.*