Exhibit A

Recognizing Sexual Harassment

Harassment is any conduct, verbal or physical, on or off school property, which has the intent or effect of unreasonably interfering with an individual's or group's educational or work performance at the Salem School District or which creates an intimidating, hostile or offensive educational, work or living environment.

Harassment is also verbal or physical conduct that denigrates or shows hostility toward an individual because of their race, color, gender, disability, religion, national origin, sexual orientation, disability or age including harassment of an individual in terms of a stereotyped group characteristic, or because of that person's identification with a particular group.

Sexual harassment may take many forms. Sexual assault and requests for sexual favors which affect educational or employment decisions constitute sexual harassment. However, sexual harassment may also consist of unwanted physical contact and requests for sexual favors, visual displays of degrading sexual images, sexually suggestive conduct, or offensive remarks of a sexual nature.

- Harassment is illustrated by, but not limited to, the following:
- Direct or indirect threats or bribes for unwanted sexual activity;
- Sexual innuendo’s and comments;
- Asking or commenting about a person's sexual activities;
- Humor or jokes about sex or female/males in general;
- Sexually suggestive sounds or gestures, including sucking noises, winking, and throwing kisses;
- Pestering a person for dates or sexual behavior;
- Touching, patting, pinching, stroking, squeezing, tickling or brushing against a person;
- Giving a neck or shoulder massage;
- Rating a person’s sexuality or attractiveness on a scale of 1 through-10;
- Ogling or leering, such as staring at a woman’s breast or a man’s buttocks;
- Spreading rumors about a person’s sexuality;
- Graffiti about a person’s sexuality;
- Name calling, such as “bitch,” “whore,” “slut,” “queer,” “fag,” “gay-boy,” “nigger,” “kike,” and “whiner.”
- Insulting and belittling a person-sexual ridicule;
- Letters, notes, telephone calls or materials of a sexual nature;
- Pejorative (sexist or stereotyped) comments about females (i.e., "the broads are at it again") or males;
- Displaying pictures, calendars, cartoons or other materials with sexual content;
- Stalking a person either inside or outside the school; and
- Attempted or actual sexual assault.

Peer harassment can include all of the behaviors listed earlier as well as the following:

- "Mooning" (exposing one's buttocks);
- Exposing one's genitals;
- "Spiking" or "pantsing" (pulling down another's pants or shorts);
- "Streaking" (running naked in front of others);
• "Sharking" (biting a female's breasts or backside);
• Shouting obscenities;
• "Snapping" a female's brassiere;
• Leaving obscene messages on school computers;
• Creating a sexually demeaning atmosphere, such as displaying posters and pictures that are sexist or otherwise demeaning to females or males;
• Teasing females or males about their sexuality, breasts or genitals;
• Touch or grabbing;
• Persistent unwanted sexual attention, such as continually asking a person for a date long after the person has indicated no interest;
• Telling someone what sexual behaviors the speaker would like to engage in with that person;
• Taunting students of color with offensive statements such as "black meat" and "slant eyes."
• Whistling or yelling at men or women, shouting obscenities at them, or loudly discussing their sexual attributes and rating them;
• Threatening rape.