

Section J:

Students

Knox County Board of Education

Descriptor Term:

Harassment of Students

Descriptor Code:

J-210

Issued:

7/95

Reviewed:

10/24

Revised:

12/24

1
2 Knox County Schools does not discriminate in its programs nor does it tolerate harassment on any basis.²
3 The Knox County Board of Education/Knox County Schools follows all applicable federal and state laws
4 regarding protected classes.¹⁻⁸ Harassment of any student will not be tolerated.¹⁻⁸ Harassment is defined
5 as conduct, advances, gestures or words of a nature which:
6
7 1. Unreasonably interfere with the student's work or educational opportunities;
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9 2. Create an intimidating, hostile or offensive learning environment;
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11 3. Imply that submission to such conduct is made an explicit or implicit term of receiving grades or
12 credit;
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14 4. Imply that submission to or rejection of such conduct will be used as a basis for determining the
15 student's grades and/or participation in a student activity.
16
17 Victims of harassment shall report these conditions to the immediate supervisor of the offending person
18 (or to the teacher or counselor), the building level administrator, the Director of Human Resources, or the
19 Office of the Superintendent. The first person in the supervisory chain shall also report these conditions
20 to Title IX, Title VI, 504 and ADA Coordinator. Confidentiality shall be maintained and no reprisals or
21 retaliation shall occur as a result of good faith reporting of charges of harassment. Students may report
22 anonymously, and anonymous reports will be investigated with the same level of urgency as all other
23 reports.
24
25 In determining whether alleged conduct constitutes harassment, all of the circumstances, including the
26 nature of the conduct and the context in which the alleged conduct occurred, shall be investigated. The
27 Superintendent/designee shall be responsible for investigating all complaints of harassment that cannot
28 be resolved at the building level. If satisfactory resolution of the complaint is not reached, the student
29 may appeal the matter to the Superintendent, and ultimately, to the Board.
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31 Any student or staff member found to have engaged in harassment shall be subject to disciplinary actions,
32 including, but not limited to, verbal warning, suspension, expulsion, or termination, within requirements
33 of state and federal law.
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Legal References:

1. T.C.A. § 49-6-4503.
2. T.C.A. § 49-5-1003(b)(10).
3. 42 U.S.C. § 12101.
4. Title VI of the *Civil Rights Act of 1964*.
5. Title IX of the Education Amendments of 1972.
6. Title II of the Americans with Disabilities Act of 1990.
7. Section 504 of the *Rehabilitation Act of 1973*.
8. First Amendment to the United States Constitution.

Cross References:

- Knox County Board of Education Policy J-110 Equal Educational Opportunities.
- Knox County Board of Education Policy C-260 Sexual Harassment and Sex-Based Discrimination.
- Knox County Board of Education Policy J-191 Misbehaviors and Disciplinary Options.
- Knox County Board of Education Policy G-220 Harassment of Employees.

Approve as to Legal Form
 By Knox County Law Director 12/4/2024
 /Gary T. Dupler/Deputy Law Director