

North Allegheny School District

# Policy Update Training on Harassment, Discrimination, Hazing, and Bullying

*Preparing all students for success in a  
changing world*



# Why are we here?

- New and revised policies addressing harassment, discrimination, hazing, and bullying.
- New procedures
  - Focus on streamlined and centralized investigation and handling
- Ensure all employees are aware of and trained in support of policies.



# Policies Addressed Today

- [Sexual Harassment - Board Policy 103.2](#)
- [Non-Discrimination in School and Classroom Practices - Board Policy 103](#)
- [Non-Discrimination in Employment and Contract Practices - Board Policy 104](#)
- [Hazing - Board Policy 247](#)
- [Anti-Bullying / Cyberbullying - Board Policy 249](#)



# Takeaways

- What do I report?
- Where do I report it?
- How do I report it?
- Due process for all parties
- Non-retaliation
- **If you hear about it, we need to hear about it.**



# Sexual Harassment - Policy 103.2 - NEW!

- Adopted August 2020 in response to Title IX changes.
- Requires a transparent complaint, investigation, decision, and appeal process.
- Provides due process protections for students and staff facing accusations of sexual misconduct.
- District designates Title IX Coordinators and shares contact information in policy and on website.



# Sexual Harassment (Policy 103.2) - Key Definitions

- “Complainant” means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.
- “Education program or activity” includes locations, events, or circumstances over which the District exercised substantial control over both the respondent and the context in which the sexual harassment occurs.
- “Formal complaint” means a document filed by a complainant or signed by the Title IX Coordinator alleging a violation of this Policy by a respondent and requesting that the District investigate the allegation. At the time of filing a formal complaint, a complainant must be participating in or attempting to participate in the education program or activity of the District.



# Sexual Harassment - Policy Definitions, cont'd

- "Respondent" means an individual who has been reported to be the perpetrator of conduct that could constitute a violation of this Policy.
- "Unwelcome sexual conduct" may include but is not limited to: making sexual propositions or pressuring others for sexual favors; touching of a sexual nature; writing graffiti of a sexual nature; displaying or distributing sexually explicit drawings, pictures, or written materials; performing sexual gestures or touching oneself sexually in front of others; telling sexual or dirty jokes; spreading sexual rumors or rating others as to sexual activity or performance; and circulating or showing emails or websites of a sexual nature.



# Sexual Harassment - Policy Definitions, cont'd

- "Sexual harassment" is defined as conduct on the basis of sex that satisfies one or more of the following:
  - An employee of the District conditioning the provision of an aid, benefit, or service of the District on an individual's participation in unwelcome sexual conduct;
  - Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's education program or activity; or
  - "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v) of the Clery Act, "dating violence" as defined in 34 U.S.C. 12291(a)(10) of the Violence Against Women Act (VAWA), or stalking as defined in 34 U.S.C. 12991(a)(30) of the VAWA.



# Sexual Harassment - Board Policy 103.2

- "Supportive measures" are defined as non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Supportive measures are designed to restore or preserve equal access to the District's programs or activities without unreasonably burdening the other party, including measures to protect the safety of all parties or the educational environment, or to deter sexual harassment. Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications to work or class schedules, monitoring, mutual restrictions on contact, and other similar measures.



# Employee Responsibility for Reporting

Any employee who has direct knowledge of sexual harassment or receives a report of the same is obligated to immediately inform the District's Title IX Coordinators. Failure to do so may result in serious consequences for the District and may be considered grounds for disciplinary action up to and including termination from employment.

**\*\* It is not your responsibility to make a determination. It is your responsibility to report conduct.**



# Title IX Coordinators

All concerns or reports of sexual harassment or sexual misconduct should be directed to:

Director of Student Services/  
Student Title IX Coordinator

Dr. Joseph Sciuлло

200 Hillvue Lane

Pittsburgh, PA 15237

(412) 635-4110

[jsciullo@northallegheny.org](mailto:jsciullo@northallegheny.org)

Director of Human Resources/  
Employee Title IX Coordinator

Ms. Marijane Treacy

200 Hillvue Lane

Pittsburgh, PA 15237

(412) 369-5416

[mtreacy@northallegheny.org](mailto:mtreacy@northallegheny.org)



# Sexual Harassment Report - Grievance Procedures

- Report v. Complaint
- Supportive Measures
- Presumption of innocence / due process
- Free of bias
- Objective evaluation of all evidence, sharing of information, reasonable timeframes
- Remedies designed to restore or preserve equal access to District's education program or activity



# Test Your Knowledge

Which of the following should be reported to Joe and/or Marijane?

- A parent reports a high school coach is telling athletes they need to send him photos as part of the tryout process, making the athletes uncomfortable.
- As part of their end of year evaluation, a principal asks an employee to go to dinner at her house. The employee does not think he can refuse or he will get a bad review.
- A department is celebrating a wedding shower for an employee in the break room and employees are asked to bring lingerie as gifts.
- A student reports to a counselor that she was on a school trip and was sexually assaulted. What if it was a staff member who was assaulted?



# Test Your Knowledge, cont'd

Which of the following should be reported to Joe and/or Marijane:

- a first grader complains to you that one of the boys is tapping the behinds of the girls at recess during a game of tag
- a coach taps the behinds of athletes as they run onto the field of play
- a 10th grader tells you she heard about another student who was groped at a party over the weekend at a senior's house
- a teacher is overheard talking to a secretary about how another teacher tried to kiss her after dinner one night and now she's spreading rumors about him
- a 12th grade female shares with you that her ex boyfriend has sent her multiple inappropriate pictures on snapchat.
- employees make sexual jokes or comments in the breakroom



# All other reports of unlawful harassment and discrimination

All other reports of harassment and discrimination filed by or about employees or students are addressed under Policies 103 and 104.



# Non-Discrimination in School and Classroom Practices - Board Policy 103 (for students)

- It is Policy of this District to provide an equal opportunity for all students to achieve their maximum potential through the programs offered in the schools without discrimination on the basis of race, color, age, creed, religion, sex, sexual orientation, gender (including gender identity or expression), ancestry, national origin, marital status, pregnancy, handicap/disability, or genetic information. The Board is further committed to maintaining high expectations for all students and eliminating persistent disparities among students based on race, ethnicity, language, or disability.
- The District strives to maintain a safe, positive learning environment for all students that is free from discrimination. Discrimination is inconsistent with the educational and programmatic goals of the District and is prohibited on school grounds, at school-sponsored activities and on any conveyance providing transportation to or from a school entity or school-sponsored activity.



# Non-Discrimination in School and Classroom Practices - Board Policy 103

- The District shall provide to all students, without discrimination, course offerings, counseling, assistance, services, employment, athletics, and extracurricular activities. The equitable distribution of District resources is one means the District shall use to ensure all students receive a quality education. The District shall make reasonable accommodations for identified physical and mental impairments that constitute handicaps and disabilities, consistent with the requirements of federal and state laws and regulations.
- Reports of discrimination should be directed to the compliance officers



# Non-Discrimination in Employment and Contract Practices - Board Policy 104 (for staff)

- It is policy of this District to provide to all persons equal access to all categories of employment in this District, regardless of race, color, age, creed, religion, sex, sexual orientation, gender (including gender identity or expression), ancestry, national origin, marital status, pregnancy, handicap/disability, or genetic information. The District shall make reasonable accommodations for identified physical and mental impairments that constitute disabilities, consistent with the requirements of federal and state laws and regulations.
- The Board encourages employees and third parties who have been subject to discrimination to promptly report such incidents to the compliance officers.



# All other reports of unlawful harassment and discrimination

All concerns or reports of other unlawful harassment or discrimination should be directed to:

Director of Student Services/  
Compliance Officer  
Dr. Joseph Sciuлло  
200 Hillvue Lane  
Pittsburgh, PA 15237  
(412) 635-4110  
[jsciullo@northallegheny.org](mailto:jsciullo@northallegheny.org)

Director of Human Resources/  
Compliance Officer  
Ms. Marijane Treacy  
200 Hillvue Lane  
Pittsburgh, PA 15237  
(412) 369-5416  
[mtreacy@northallegheny.org](mailto:mtreacy@northallegheny.org)



# Hazing - Board Policy 247

Hazing - occurs when a person intentionally, knowingly or recklessly, for the purpose of initiating, admitting or affiliating a student with an organization, or for the purpose of continuing or enhancing membership or status in an organization, causes, coerces or forces a student to do any of the following:

1. Violate federal or state criminal law.
2. Consume any food, liquid, alcoholic liquid, drug or other substance which subjects the student to a risk of emotional or physical harm.
3. Endure brutality of a physical nature, including whipping, beating, branding, calisthenics or exposure to the elements.
4. Endure brutality of a mental nature, including activity adversely affecting the mental health or dignity of the individual, sleep deprivation, exclusion from social contact or conduct that could result in extreme embarrassment.  
Endure brutality of a sexual nature.
5. Endure any other activity that creates a reasonable likelihood of bodily injury to the student.



# Hazing - Board Policy 247

**Aggravated hazing** occurs when a person commits an act of hazing that results in serious bodily injury or death to the student and:

1. The person acts with reckless indifference to the health and safety of the student; or
2. The person causes, coerces or forces the consumption of an alcoholic liquid or drug by the student.

**Organizational hazing** occurs when an organization intentionally, knowingly or recklessly promotes or facilitates hazing

Any activity, as described above, shall be deemed a violation of this policy regardless of whether:

1. The consent of the student was sought or obtained, or
2. The conduct was sanctioned or approved by the school or organization.



# Hazing - Board Policy 247

**Student activity or organization** means any activity, society, corps, team, club or service, social or similar group, operating under the sanction of or recognized as an organization by the district, whose members are primarily students or alumni of the organization.



# Anti-Bullying/Cyberbullying - Board Policy 249

The North Allegheny School District is committed to providing all students and employees with the right to a safe and civil educational environment, free from harassment or bullying, in accordance Pa. Code. It is the intent of the North Allegheny School District Board of School Directors to provide all students with an equitable opportunity to learn. The District recognizes that bullying interferes with the learning process and may present an obstacle to the academic, vocational, and social/emotional development of students. To that end, the Board has a significant interest in providing a safe, orderly, and respectful school environment that is conducive to teaching and learning.



# Anti-Bullying/Cyberbullying - Board Policy 249

Bullying shall be defined as an intentional and unwelcome electronic (cyber), written, verbal, psychological, or physical act, or series of acts directed at another student or students, which occurs in a school setting and/or outside of a school setting, has these characteristics that are severe, persistent, or pervasive and that has the effects of doing any of the following:

- i. Substantially interfering with education opportunities, benefits, or programs of one or more students;
- ii. Creation of a threatening environment; or
- iii. Substantially disrupting the orderly operation of the school.



# Reporting Violations of Policies 247 and 249

Students and staff should report all incidents of suspected hazing, bullying, and/or cyber bullying to the District's compliance officers or their building principal.



# Closing Reminder

It is everyone's responsibility to contribute to a safe and productive learning and working environment. When in doubt, report it.

Director of Student Services/  
Compliance Officer

Dr. Joseph Sciuлло  
200 Hillvue Lane  
Pittsburgh, PA 15237  
(412) 635-4110

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