

Following the investigation, if the allegations are substantiated, disciplinary actions will be taken. These will depend upon the nature, frequency and severity of the action, the ages of the offender and victim, the history of similar actions by this individual, and the circumstances in which the harassment occurred. Possible disciplinary actions may include, but are not limited to, any or all the following:

- ◆ verbal warning/reprimand and apology to victim.
- ◆ a parent/student/principal conference.
- ◆ written warning/reprimand & parent notification, entered in the student's file.
- ◆ detention or removal from selected school activities and/or extracurricular activities.
- ◆ behavior/probation contracts, possibly requiring professional intervention.
- ◆ suspension.
- ◆ expulsion.

Sexual Violence

Sexual violence is handled separately because of its potentially criminal nature. If an incident of sexual violence occurs, the principal, pastor or other school authority is required under state law (**ORC 2151.421**) to report the incident. The Department of Human Services and the police will be contacted immediately if there is any "reason to believe" (**ORC 2151.421**) that sexual abuse or violence has occurred involving a child less than eighteen years of age. The Diocesan Legal Office will be contacted immediately in these situations.

Generally, sexual harassment should be construed as sexual violence when: the recipient is physically touched without his/her consent in a sexual manner; is expressly threatened or perceives a threat of physical harm for purposes of the offender's sexual gratification; or is the victim of sex offenses under Ohio law, including Gross Sexual Imposition (**ORC 2907.05**), Sexual Battery (**ORC 2907.03**), Rape (**ORC 2907.02**), Importuning (**ORC 2907.07**), Voyeurism (**ORC 2907.08**), Public Indecency (**ORC 2907.09**), or Felonious Sexual Penetration (**ORC 2907.12**) as examples. In each one of the above examples, the Department of Human Services and the police will be contacted immediately.

Weapons Policy

Holy Family School's Weapons Policy expressly prohibits the use, possession, attempted sale, transmission or discharge of any weapon or explosive devices in the school, on the school grounds or at school-sponsored activities. This policy shall apply to all students, participants in parish programs, teachers, administrators, and other personnel in Holy Family Parish and school. This policy includes, but is not limited to or inclusive of, any weapon, dangerous object or object used as a weapon (e.g. firearm, knife, explosive or incendiary devices). As defined by state law, a deadly weapon is "any instrument, device or thing capable of inflicting death, and designed or specifically adapted for use as a weapon, or possessed, carried or used as a weapon (**ORC 2923.11A**). Firearms shall include any loaded or unloaded gun of any caliber or type. This prohibition also includes any pistol, rifle or other device that uses air or gas propelled projectiles. Violations of this policy may warrant notification of the police, immediate suspension and possible expulsion.

If possession of a weapon is suspected, the principal or other administrator will immediately contact the police department and the Diocesan Legal Office before confronting the individual. If it is determined that this policy has been violated, the parents of the offender shall be immediately contacted and must cooperate with the disciplinary process.

Notification notices of prohibition of carrying concealed weapons on school are parish property are posted at all main entrances.