

**Memorandum of Understanding
Between
Northshore School District No. 417
And
Northshore Education Association**

SEXUAL HARASSMENT, INTIMIDATION OR DEFAMATION OF STAFF

This Memorandum of Understanding is entered into by the Northshore School District (“District”) and the Northshore Education Association (NSEA) in a joint effort to advise certificated staff on how to deal with the growing phenomenon of cyber bullying, sexual harassment via email, phony MySpace websites, false electronic text messaging or other technology misconduct that threatens a certificated employee’s safety and/or professional reputation.

RCW 9.61.260 provides that a person is guilty of cyberstalking if he/she, with intent to harass, intimidate, torment, or embarrass any other person, makes an electronic communication to the other person or to a third party. Cyberstalking is a gross misdemeanor.

If a certificated employee receives a threatening, intimidating, obscene or sexually suggestive email or communication from a student, the employee should report the message to an administrator as soon as possible. Any incident involving sexual harassment or communication containing sexual content should be reported to Human Resources to determine if there has been a violation of the District policy on Sexual Harassment. Save the message so that District technology staff can trace the routing and determine the true author. The author may have hacked into another student’s account in an attempt to hide his/her identity. In addition to requesting a District investigation and discipline of the perpetrator(s), the employee has the right to file criminal charges with the police.

If a certificated employee learns of a phony MySpace website or other website that is being falsely attributed to the employee, the employee should report the existence of the website to an administrator as soon as possible and bring examples of what was displayed on the website for possible future prosecution. Any website containing sexual content should be reported to Human Resources to determine if there has been a violation of the District policy on Sexual Harassment. The employee should contact MySpace or the Webmaster for the particular program and demand that the site be removed. In addition to requesting a District investigation and discipline of the perpetrator(s), the employee has a right to file criminal charges with the police.

Employees are encouraged to contact the NSEA and District Human Resources for assistance and support in dealing with student misuse of technology that threatens an employee’s safety and/or professional reputation.