

**"Sexual harassment creates an unsafe and unwelcoming educational environment – interfering with learning and impacting students' mental and physical well-being." - American Association of University Women**



"Under Title IX, no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance." U.S. Department of Health and Human Services

### **What Are Parents Saying About SHIP?**

- "I learned a lot." B. Toros
- "The instructor (she) was very nice." J. LeCourt
- "I learned that sexting can be illegal." T. Bowden
- "I wish more adults could participate." M. Rubin
- "This (class) should be taught in all the schools." B. Jessie
- "I never realized (all of this) was sexual harassment." C. Bricks

Source: SHIP Parent/Student Survey SDBS



.....

### **The Student Discipline and Behavior Support Department**

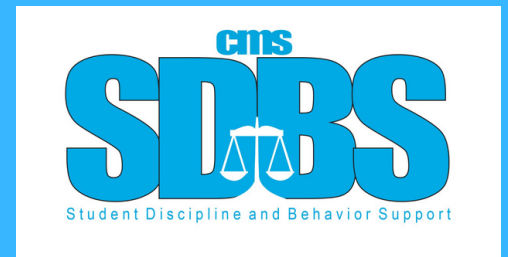
Spaugh Professional Development Center  
Student Discipline and Behavior Support  
1901 Herbert Spaugh Lane  
Charlotte, NC 28208

**Dr. Delisa Fields**  
**Alternative Education Manager**

980-344-0401 Desk  
delisan.fields@cms.k12.nc.us



# **Sexual Harassment Interventions Program**



## About Us

The SHIP program is designed to support students who have violated Rule 27, with the requirement that the parent or guardian attend alongside the student. The program aims to increase awareness of sexual harassment through discussion, provide interventions for inappropriate behavior, and explore the potential negative effects of sexual harassment on students' emotional and social well-being while at school.

Our goal is to provide supportive measures for students, empowering them to make informed decisions, remedy harm, prevent future occurrences, and utilize restorative options to find resolutions.

## What We Do

SHIP conducts a thorough examination of the policies on sexual harassment outlined in the Student Rights, Responsibilities, and Character Development Handbook of the Charlotte Mecklenburg Schools District. The goal is to ensure a safe and student-focused learning environment.

As part of the program, CMS' District policies in Rules 8, 21, 22, and 27 in the Student Rights, Responsibilities, and Character Development Handbook are comprehensively reviewed with students and their families.

## Class Meetings

Classes for the Student Discipline and Behavior Support Office (SHIP) are scheduled on Saturdays from 9 am to 12 pm by appointment. Upon completion of the class, students will receive a Notice of Completion. Additionally, the referring school administrator, parent, or law enforcement officer will also be notified of the student's completion of the class.



**"Every student has the right to receive an education free from discrimination based upon gender or sexual orientation." (Environmental Protection Agency)**



## Why is SHIP Important?

- Students are able to differentiate between flirting and hurting.
- Students understand the significance of respecting personal boundaries.
- Students study the Title IX law regarding sexual discrimination.
- Students acknowledge the negative effects of sexting.
- Students recognize the negative impact of bullying and sexually harassing behavior.

## SHIP Program At A Glance

### REFERRAL BASED

Students are referred to SHIP by various sources such as school administrators, learning community administrators, parental requests, or through the Youth Diversion Office of the Charlotte Mecklenburg Police Department.

### CURRICULUM

SHIP (Sexual Harassment Intervention Program) covers a range of topics including defining sexual harassment, respecting personal boundaries, Title IX compliance, and addressing sexting. The program focuses on teaching and demonstrating critical social-emotional skills while using restorative approaches. Additionally, SHIP emphasizes the importance of student compliance with Charlotte Mecklenburg Schools District's policies regarding cyberbullying (Rule 21), pornographic material (Rule 22), and sexual behavior (Rule 27) as outlined in the Student Rights, Responsibilities, and Character Development Handbook.

### EXPECTATIONS

To successfully pass the SHIP course, students are required to attend class with their parent/guardian, be present in their in-person or virtual class at the designated time, actively engage in discussions, maintain visual contact and active participation throughout the course, follow instructions, show respect towards their peers, and provide honest and thoughtful feedback when prompted.