

SEXUAL HARASSMENT

Every employee has the right to work in an environment free of sexual harassment and offensive use of sex oriented jokes or epithets. Such conduct is improper, contrary to school district policy and unlawful and, therefore, prohibited for all employees of the school district. Such conduct could result in disciplinary action up to and including immediate discharge of the employee who violates this policy.

Sexual harassment shall be defined as unwelcome sexual advances, requests for sexual favors and other verbal, physical or other conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or submission to or rejection of such conduct by an individual is used as the basis of an employment decision affecting that individual or when conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

Individuals who experience sexual harassment from coworkers or supervisors/administrators should make clear that such behavior is unwelcome and/or offensive to them and should report such conduct to any district supervisor/administrator of their choice or to the Assistant to the Superintendent for Human Resources or the Superintendent of Schools. If reported to a district supervisor/administrator, the district supervisor/administrator will report in a timely manner this matter to the Assistant to the Superintendent for Human Resources or the Superintendent of Schools. No employee will be retaliated against with respect to his or her conditions of employment for complaining to the above-described person regarding alleged sexual harassment. Every complaint will be investigated. The investigation of any charge will be, to the extent possible, confidentially conducted. If the investigation leads to a determination that the charges are true, the necessary corrective action up to and including discharge of the person(s) who is harassing said complaining employee, will be taken. The employee complaining of sexual harassment, if dissatisfied with either the investigation or the corrective action, has the right to take the complaint to the Superintendent and to the Board of Education within thirty (30) days of the conclusion of the internal investigation or the corrective action taken, whichever is applicable.

Adopted: April 9, 1992
Reviewed: January 9, 2001

Cross Ref: GBA, Equal Opportunity Employment

Legal Refs: Title VII of the Civil Rights Act of 1964,
42 U.S.C. 2000e-2, 29 C.F.R. 1604.11
Meritor Savings Bank V. Vinson, 106 S. Ct. 2399 (1986)