SEXUAL HARASSMENT

A. The Board of Education recognizes that Board members, staff members and students have a right to freedom from employment or education discrimination, including the opportunity to work and learn in an environment untainted by sexual harassment. Sexually offensive speech and conduct are inappropriate and intolerable in the workplace and/or school environment.

B. It shall be a violation of this policy for any Board member, employee, or student to harass any member of the Board, staff or student body through conduct or communications of a sexual nature as defined in this policy.

C. Sexual harassment does not refer to behavior or occasional compliments of a socially acceptable nature. It refers to behavior which is not welcome, which is personally offensive, which fails to respect the rights of others, which lowers morale and which, therefore, interferes with Board member's, staff member's, and student's work effectiveness.

D. Sexual harassment means unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of a person's employment or advancement or of a student's participation in school programs or activities; or

2. Submission to or rejection of such conduct by a Board member, employee, or student is used as the basis for decisions affecting the employee or student; or

3. Such conduct has the purpose or effect of unreasonably interfering with a Board member's, employee's, or student's performance or creating an intimidating, hostile, or offensive work or learning environment.
Sexual harassment may include, but is not limited to, the following:

1. Verbal harassment or abuse;
2. Pressure for sexual activity;
3. Repeated remarks with sexual or demeaning implications;
4. Unwelcome touching;
5. Sexual jokes, posters, cartoons, etc.

E. The sexual harassment of or by a Board member, staff member, or student of this district is strictly forbidden. Any Board member, staff member, or student of this district, who is found to have sexually harassed a Board member, staff member, student, or other individual who is lawfully on the school district premises, will be subject to discipline. Anyone, who has been exposed to sexual harassment by any Board member, staff member, student, or agent of this Board, is encouraged to report the harassment to the appropriate supervisor or the director for human resources.

F. The superintendent and or his/her designee shall instruct Board members, staff members and students of this district to recognize and correct speech and behavior patterns that may be sexually offensive with or without the intent to offend.

LEGAL CITATION: 29 CFR 1604.11

POLICY

Adopted: May 21, 1991
Amended: December 20, 1994