

SEXUAL HARASSMENT

It is the policy of the district that all employees are responsible for assuring that the district's schools are free from sexual harassment. Because of the district's strong disapproval of any offensive or inappropriate sexual behavior, all employees must avoid any action or conduct that could be viewed as sexual harassment, including making:

- a. unwelcome sexual advances;
- b. requests for sexual acts or favors;
- c. other verbal or physical conduct of an harassing nature.

An employee who has a complaint of sexual harassment at work by anyone, including supervisors, coworkers, or visitors must bring the problem to the attention of the district administrator. If the complaint involves the district administrator, the employee may go to the president of the Board.

A student who has a complaint of sexual harassment against a teacher or any other school employee, must bring the problem to the attention of the district administrator. If the complaint involves the district administrator, the student may go to the president of the Board.

All complaints will be promptly handled in a manner similar to the procedures outlined in Policy AC, except that special privacy safeguards will be applied in handling sexual harassment complaints. All employees and students should be aware that the privacy of the charging party and the person accused of sexual harassment will be kept strictly confidential.

The District will retain confidential documentation of all allegations and investigations and will take appropriate corrective action, including disciplinary measures when justified to remedy all violations of this policy.

Cross Reference: Discrimination Complaint Procedure Policy AC

Policy Adopted: