

HARASSMENT

The board recognizes the right of each employee to work in an atmosphere which is free of intimidation, hostility, and offensiveness. In order to ensure such an atmosphere, employees are not to engage in harassment. Acts of harassment based upon race, color, sex, religion, age, national origin, or handicap are not only a violation of this policy but also constitute illegal discrimination under state and federal laws.

Examples of prohibited harassment:

- a. Unwelcome sexual advances, gestures, comments, or contact;
- b. Threats;
- c. Vulgar language or offensive jokes;
- d. Ridicule, slurs, derogatory action or remarks; and
- e. Basing employment decisions on practices of submission to harassment.

Individuals should also be advised of the importance of informing the harasser that his/her behavior is unwelcome, offensive, in poor taste, or highly inappropriate. Individuals who believe that they are victims of harassment should report such occurrences to the Affirmative Action Officer. The Affirmative Action Officer shall advise the person who has allegedly been harassed of the various options available to the person:

- Human Rights Commission complaint
- Title IX civil action
- Formal request for discipline by the Superintendent and/or Board

Legal Reference: Title IX of the Education Amendments of 1972
Title VI of the Civil Rights Act of 1964 (42 USC § 2000d)
Guidelines of Equal Employment Opportunity Commission

Cross Reference: AC - Nondiscrimination

Approved: October 16, 2014