

# HARASSMENT AND SEXUAL HARASSMENT

Code **GBAA** Issued **3/05**

---

Purpose: To establish the board's vision for a working environment free of sexual harassment.

Sexual harassment of district employees is prohibited. All employees, including supervisory level employees and third parties associated with schools, must avoid any action or conduct which could be viewed as sexual harassment. Teachers and school administrators are expected to use judgment and common sense which are important elements of a proper response to a particular allegation of sexual harassment or inappropriate conduct of a sexual nature.

Sexual harassment consists of 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 expressly or impliedly a condition of employment; (2) submission to or rejection of such conduct by an individual is used as the basis for any employment decisions affecting the individual; or (3) such conduct has the purpose or effect of unreasonably interfering with the employee's work performance or creating an intimidating, hostile or offensive working environment.

Any employee who feels he/she has been subjected to sexual harassment is encouraged to file a complaint in accordance with the administrative rule which accompanies this policy. All allegations will be investigated promptly and confidentially. Employees who file a complaint of sexual harassment will not be subject to retaliation or reprisal in any form. Any employee, including a supervisory level employee or third parties associated with schools, who is found to have engaged in sexual harassment or inappropriate conduct of a sexual nature will be subject to disciplinary action, up to and including termination, and all other appropriate steps will be taken to correct or rectify the situation.

Adopted 8/13/91; Revised 4/4/95, 9/10/96, 11/12/96, 10/14/97, 11/13/01, 3/8/05

---

Legal references:

A. United States Code:

1. Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e - Prohibits discrimination in employment on the basis of race, color, national origin, religion, or sex.