

## SEXUAL HARASSMENT

PURPOSE: To prohibit sexual harassment.

The Board of Education prohibits sexual harassment of employees and students in connection with their employment by or enrollment in the District and will not tolerate sexual harassment activity by or against any student, employee or applicant. The Board forbids discrimination against any employee or applicant for employment on the basis of sex. This policy similarly applies to nonemployees and volunteers working subject to the control of school authorities.

General ProhibitionsUnwelcome Conduct of a Sexual Nature:

- Conduct of a sexual nature may include verbal or physical sexual advances, including subtle pressure for sexual activities; touching, pinching, patting, or brushing against, comments regarding physical or personality characteristics of a sexual nature, and sexually oriented kidding, teasing, double entendres, and jokes.
- Verbal or physical conduct of a sexual nature may constitute sexual harassment when the allegedly harassed employee has indicated it is unwelcome.
- An employee having initially welcomed such conduct by active participation must give specific notice to the alleged harasser such conduct is no longer welcome in order for any such subsequent conduct to be deemed unwelcome.

Sexual Harassment:

For the purposes of this policy, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment if:

- Submission to the conduct is made either an explicit or implicit condition of employment.
- Submission to or rejection of the conduct is used as a basis for an employment decision affecting the harassed employee.
- The conduct substantially interferes with an employee's work performance, or creates an intimidating, hostile, or offensive work environment.

## Specific Prohibitions

### Administrators and Supervisors:

- It is sexual harassment for any administrator or supervisor to use authority to solicit sexual favors or attention from subordinates when the subordinate's failure to submit will result in adverse treatment, or when the subordinate's acquiescence will result in preferential treatment.
- Administrators and supervisors either engaging in sexual harassment or tolerating such conduct by other employees shall be subject to sanctions.

### Non-administrative and Non-supervisory Employees:

- It is sexual harassment for a non-administrative and non-supervisory employee to subject another such employee to any unwelcome conduct of a sexual nature. Employees engaging in such conduct shall be subject to sanctions.