

7200 EMPLOYEE RESPONSIBILITIES

7265 Non-Harassment Policy

It is the policy of District to maintain an educational and work environment free from sexual, racial, religious, ethnic and other forms of harassment.

Harassment of or by employees, teachers, students, visitors, and others is strictly prohibited and will not be tolerated.

Sexual harassment includes any unwelcome or inappropriate conduct of a sexual nature including sexual advances or requests for sexual favors or other inappropriate verbal or physical conduct of a sexual nature. It also includes any conduct of a sexual nature which creates an intimidating, offensive, or hostile working and teaching environment.

Unwelcome or inappropriate conduct including comments about physical characteristics, comments about sexual preferences or practices, obscene or sexually oriented stories, jokes, photographs or drawings, inappropriate gestures or body language, and/or improper touching are all prohibited.

Harassment is particularly offensive and specifically forbidden when any supervisor, teacher, or person in authority conditions any hiring, promotion, scheduling, disciplinary or other job related or education related decision on submission to such advances or participation in such activities.

In addition, any amorous relationship between an employee and a student constitutes unwelcome and inappropriate conduct and is strictly prohibited. This includes all conduct occurring on or off school property regardless of whether school is in session.

If you think you are a victim of harassment as described in this Policy Manual or are aware of such conduct, you are encouraged to report it promptly to the Superintendent or any other member of the Administration. A prompt and confidential investigation will be conducted and appropriate action will be taken.

No employee will be penalized for reporting or participating in the investigation of alleged harassment. Please be responsible because a false report of such conduct can be extremely harmful to an innocent party.

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