

SEXUAL HARASSMENT OF EMPLOYEES

The Board of Education is committed to providing a work environment that is free from any form of sexual harassment. Conduct is deemed to be sexual harassment when the recipient perceives such behavior as unwelcome. It is irrelevant that the harasser had no intent to sexually harass the person. The Board of Education recognizes that sexual harassment can originate from a person of either sex against a person of the opposite or same sex, and from peers and well as supervisors,.

The Board of Education condemns all forms of sexual harassment that are either designed to directly extort sexual favors from an employee as a term or condition of employment, or which have the purpose or effect of creating an intimidating, hostile, or offensive working environment. The Board of Education also strongly opposes any retaliatory behavior against complaints or any witnesses.

Any employee who believes that s/he has been subjected to sexual harassment should report the alleged misconduct immediately, pursuant to Policy Regulation 9110.2R, so that appropriate corrective action may be taken at once. In the absence of a victim's complaint, the Board of Education, upon learning of, or having reason to suspect, the occurrence of any sexual misconduct, will ensure that an investigation is promptly commenced by appropriate individuals.

The superintendent of schools is directed to develop and implement specific procedures on reporting, investigating and remedying allegations of sexual harassment. Such procedures are to be consistent with any applicable provisions contained in the district's collective bargaining agreements and the tenure laws.

A copy of this policy and its accompanying regulation are to be distributed to all supervisory and non-supervisory personnel and posted in appropriate places.

References: Civil Rights Act of 1964, Title VII, 42 U.S.C. §2000-e2(a)
Equal Employment Opportunity Commission, Policy Guidance N-915.035
Current Issues of Sexual Harassment, 10/15/88
Civil Service Law, Article 14
Meritor Savings Bank, FSB v. Vinson 477 U.S. 57 (1986)

ADOPTED: May 7, 1997