

Policy 6590

Sexual Harassment

The Board of Directors recognizes its responsibility to provide a working and learning environment that is free from all types of discrimination, including sexual harassment. Sexual harassment is defined as deliberate verbal, visual or physical advances made within the work or school setting and unwelcome by the person for whom they are intended. The District prohibits harassment of students, employees and others involved in school or District activities.

Sexual harassment occurs when:

- submitting to the harasser's sexual demands is a stated or implied condition of obtaining an education or work opportunity or other benefit;
- submission to or rejection of sexual demands is a factor in an academic, work or other school-related decision affecting an individual or
- unwelcome sexual or gender-directed conduct or communication interferes with an individual's performance or creates an intimidating, hostile or offensive environment.

Sexual harassment can occur adult to student, student to adult, student to student, adult to adult, male to female, female to male, male to male and female to female.

The District will take prompt, equitable and remedial action on reports, complaints and grievances alleging sexual harassment that come to the attention of the District, either formally or informally. Allegations of criminal misconduct will be reported to law enforcement and suspected child abuse will be reported to law enforcement or Child Protective Services. Persons found to have been subjected to sexual harassment will have appropriate District services made reasonably available to them and adverse consequences of the harassment shall be reviewed and remedied, as appropriate.

Engaging in sexual harassment will result in appropriate discipline up to and including termination of staff or contractors and expulsion of students. Anyone else who engages in sexual harassment on school property or at school activities will have their access to school property and activities restricted, as appropriate.

Retaliation against any person who makes or is a witness in a sexual harassment complaint is prohibited and will result in appropriate discipline. The District will take appropriate actions to protect involved persons from retaliation.

It is a violation of this policy to knowingly report false allegations of sexual harassment. Persons found to knowingly report or corroborate false allegations will be subject to appropriate discipline.

SEXUAL HARASSMENT POLICY