

BOARD POLICY 512

512 - Employee Harassment

The District shall provide an environment where all employees shall be free from any form of harassment or intimidation by students or other employees, including sexual harassment. The District is committed to creating an environment that treats all employees with dignity and respect and promotes tolerance and cooperation throughout the District.

Harassment refers to physical or verbal conduct which interferes with an employee's job performance, or which creates an intimidating, hostile or offensive work environment.

Harassment or intimidation can include, but is not limited to the following: physical or mental abuse, racial insults, ethnic slurs, religious slurs, and sexual harassment.

Sexual harassment means unwelcome sexual advances, unwelcome physical conduct of a sexual nature. "Unwelcome verbal or physical conduct of a sexual nature" includes but is not limited to the deliberate, repeated making of unsolicited gestures or comments, or the deliberate, repeated display of sexually graphic materials.

The District shall not tolerate any form of harassment and shall attempt to prevent such harassment. Any employee or student who engages in harassment shall be disciplined in accordance with established policies and procedures.

Any employee who believes he/she has been or is being harassed or has knowledge that a policy violation has occurred may file a written complaint in accordance with the procedures set forth in AR 512. There shall be no retaliation against any employee who, in good faith, files a complaint under this policy. Any person who engages in retaliatory conduct against a complainant in violation of this policy will be subject to the disciplinary action.

This policy applies to all off-site school activities including, but not limited to, school-sponsored trips and athletic events, and at all times on school premises.

Legal Ref.: Genetic Information Nondiscrimination Act of 2008 (GINA)

Cross Ref.: Administrative Rule 512 – Employee Harassment Complaint Procedures
Administrative Rule 512, Exhibit A – Employee Harassment Complaint Form
Board Policy 112 – Discrimination
Administrative Rule 112 – Discrimination Complaint Procedures

Approved: March 20, 2003

Revised: March 16, 2006

Revised: March 18, 2010