

SEXUAL HARASSMENT

The School Board recognizes that a professional staff member's right to freedom from employment discrimination includes the opportunity to work in an environment untainted by sexual harassment. Sexually offensive speech and conduct are inappropriate to harmonious employment relationships necessary to the operation of the Corporation and intolerable in a workplace to which the students of this Corporation are exposed.

Sexual harassment includes all unwelcome sexual advances, requests for sexual favors, and verbal or physical contacts of a sexual nature whenever submission to such conduct is made a condition of employment or a basis for an employment decision, or when such conduct has the purpose or effect of unreasonably interfering with work performance or creating an intimidating hostile, or offensive working environment.

The sexual harassment of a professional staff member of this Corporation is strictly forbidden. Any professional staff member or agent of this Board who is found to have sexually harassed a professional staff member, student, or other employee of this Corporation will be subject to discipline. Any professional staff member who has been exposed to sexual harassment by any professional staff member or agent of this Board is encouraged to report the harassment to an appropriate supervisor.

The Superintendent shall instruct all professional staff members and agents of this Board to recognize and correct speech and behavior patterns that may be sexually offensive with or without the intent to offend.

The Superintendent shall be the compliance officer whose responsibility it will be to ensure that Federal and State regulations are complied with and that any complaints are dealt with promptly in accordance with law.