

### **ANTI-HARASSMENT POLICY**

Harassment of students or staff members on the basis of race, color, religion, gender, national origin, age, ancestry, or disability is contrary to both Board policy and to law. Harassment is verbal or physical conduct that, in the eyes of a reasonable person, denigrates or shows hostility or aversion toward an individual because of that person's race, color, religion, gender, national origin, age, ancestry, or disability, or that trait of the person's relatives, friends, or associates, and that (A) has the purpose or effect of creating an intimidating, hostile, or offensive working or learning environment, (B) has the purpose or effect of unreasonably interfering with an individual's work performance or ability to learn, or (C) otherwise adversely affects an individual's employment or learning opportunities. Harassing conduct includes, but is not limited to, epithets, slurs, negative stereotyping, or written or graphic material that denigrates or shows hostility or aversion toward a person or group because of race, color, religion, gender, national origin, age, ancestry, or disability. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (A) submission to such conduct is explicitly or implicitly a term or condition of employment, (B) submission to or rejection of such conduct is used as the basis for employment decisions or decisions regarding a student's status, or (C) such conduct has the purpose or effect of unreasonably interfering with a person's work performance or creating an intimidating, hostile, or offensive working or learning environment.

Any person who experiences such harassment should immediately and firmly inform the offender that such conduct is neither appropriate nor welcome. The principal, supervisor, Superintendent, or such other administrative employee as may be appropriate should then be contacted and informed of the conduct. If the Superintendent is the alleged harasser, the Board President is the appropriate contact person.

If the situation is not informally resolved, a person who experiences such harassment may file a complaint with the Superintendent (Board President, if the Superintendent is the alleged harasser). The complaint will be investigated and responded to in writing by the Superintendent or the Superintendent's designee (Board President or President's designee, if the Superintendent is the alleged harasser). Staff members or students who engage in harassment in violation of this policy are subject to appropriate disciplinary sanctions. In making determinations under this policy, the totality of relevant circumstances will be considered on a case-by-case basis.

Adopted 1/10/96  
Reviewed 1/24/05  
Reviewed 3/19/2012