
SEXUAL HARASSMENT

This District is committed to a positive and productive education and working environment free from discrimination, including sexual harassment. The District prohibits sexual harassment of students, employees and others involved in District activities.

This policy is intended to provide notice to students, employees and others of the District's expectations for their behavior or conduct, to warn them that disciplinary sanctions may be imposed, to provide a prompt and effective means for persons to report behavior or conduct in violation of this policy, and to ensure that such reports are handled in a manner that furthers an educational and work environment free from sexual harassment as required by state and federal law. This policy and procedure does not and is not intended to confer any rights upon alleged violators of the standards of conduct or behavior described herein or to create any expectations for alleged violators on how complaints concerning their conduct will be investigated or processed. The rights of alleged violators concerning the District's investigation and any disciplinary actions stemming from any complaints of sexual harassment shall be governed solely by any applicable collective bargaining agreement or contracts, and applicable statutory or constitutional due process obligations.

Sexual harassment occurs when:

- 1) Submitting to the harasser's sexual demands is a stated or implied condition of obtaining an education or work opportunity or other benefit;
- 2) Submission to or rejection of sexual demands is a factor in an academic, work or other school-related decision affecting an individual; or
- 3) 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. Contact of a sexual nature between a District employee and a student is forbidden in all circumstances.

The District will take prompt, equitable and remedial action within its authority 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, if appropriate.

Engaging in sexual harassment will result in appropriate discipline or other appropriate sanctions against offending students, staff and contractors. Anyone else who engages in sexual harassment on school property or at school activities will have 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.

The Superintendent shall develop and implement formal and informal procedures for receiving, investigating and resolving complaints or reports of sexual harassment. The procedures will include reasonable and prompt time lines and delineate staff responsibilities under this policy. All staff are responsible for receiving informal complaints and reports of sexual harassment and informing appropriate District personnel of the complaint or report for investigation and resolution. All staff are also responsible for directing complainants to the formal complaint process.

The Superintendent shall develop procedures to provide age-appropriate information and education to District staff, students, parents and volunteers regarding this policy and the recognition and prevention of sexual harassment. At a minimum sexual harassment recognition and prevention and the elements of this policy will be included in staff, student and regular volunteer orientation. This policy shall be posted in each District building in a place available to staff, students, parents, volunteers and visitors. The policy shall be reproduced in each student, staff, volunteer and parent handbook.



<i>CROSS REFERENCE</i>	<i>Policy No. 411.3</i>	<i>Affirmative Action</i>
	<i>Policy No. 3200</i>	<i>Student Rights & Responsibilities</i>
	<i>Policy No. 4111.4</i>	<i>Compliance with Rules & Regulations Regarding Sex Discrimination</i>
<i>LEGAL REFERENCES</i>	<i>RCW 28A.640.020</i>	<i>Regulations, Guidelines to Eliminate Discrimination—Scope</i>
	<i>WAC 392-190-056 to 058</i>	<i>Sexual Harassment</i>



<i>POLICY ADOPTED</i>	<i>June 22, 1992</i>
<i>REVISED</i>	<i>June 12, 1995</i>
<i>RE-ADOPTED</i>	<i>February 12, 1996</i>
<i>RENUMBERED</i>	<i>May 12, 2003</i>
<i>REVISED</i>	<i>March 8, 2004</i>
<i>REVISED</i>	<i>November 28, 2011</i>