

## Sexual Harassment

No district employee or student shall be sexually harassed by an employee, student or any other person or permit sexual harassment of an employee or student by an employee, student, or any other person during school or work hours, at school activities or on school buses. Violation of this policy shall result in disciplinary action, including termination of an employee or suspension of a student. Violation of this policy also includes any supervisor's failure to follow the policy or to investigate complaints.

If an employee's or student's immediate superior is the object of a harassment complaint, the employee or student may bypass the superior and report directly to the next level in the chain of command. Complaints against the superintendent shall be heard by the board.

### Definitions

It shall be a violation of district policy to sexually harass an employee or a student, or to permit the sexual harassment of an employee or student by an employee, a student or any other person. Sexual harassment may include, but not be limited to:

Sexually oriented communication, including sexually-oriented verbal "kidding" or harassment or abuse;

Subtle pressure or requests for sexual activity;

Persistent unwelcome attempts to change a professional or school relationship into a personal, social-sexual relationship;

Creating a hostile work or school environment, including the use of innuendoes or overt or implied threats;

Unnecessary touching of an individual, e.g., patting, pinching, hugging, repeated brushing against another person's body;

Requesting or demanding sexual favors accompanied by an implied or overt threat concerning an individual's employment or school status;

Sexual Discrimination and Harassment - continued

Requesting or demanding sexual favors accompanied by an implied or overt promise of preferential treatment with regard to an individual's employment or school status; or

Sexual assault or battery as defined by current law.

Any person who believes he or she has been subjected to sexual harassment should discuss the problem with his or her immediate supervisor. Regardless of the means selected for resolving the problem, the initiation of a complaint of sexual harassment will not cause any reflection on the complainant nor will it affect his or her employment or school status. The initiation of a complaint shall not adversely affect the job security or status of an employee or student. If a finding of fact determines that the employee or student acted improperly, appropriate action shall be taken. Strict confidentiality shall be maintained throughout the complaint procedure.

Adopted: September 14, 1998

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Cross Reference:

Legal Reference:

District #001, Woods County, Oklahoma

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