

SEXUAL HARASSMENT

The Board of Trustees is committed to maintaining an employment, educational, and business environment free from harassment, embarrassment, intimidation, or insult on the basis of an individual's gender. Positive action will be taken when necessary to eliminate such practices or remedy the effects. Sexual harassment, as defined and prohibited by State and Federal statutes, constitutes an unlawful form of sex discrimination.

The Board will not tolerate the sexual harassment of any student or employee by any other student or any District employee. Any student or employee found guilty of sexual harassment shall be subject to disciplinary action up to and including expulsion as a student or termination as an employee.

The Board of Trustees encourages students and staff to immediately report complaints of sexual harassment to the principal/designee of the accused employee's immediate supervisor. Any kind of retaliation for reporting sexual harassment is prohibited.

The Superintendent is directed by the Board of Trustees to develop regulations to implement this policy.

Reference: Education Code Sections 212.50, 212.6, 230, 48900, 48980, 48915; Title VII of the Civil Rights Act of 1964; Title IX of the Education Amendments Act of 1972

Policy adopted: May 4, 1993