

# POLICY

2017

6131

Personnel

## **SUBJECT: HARASSMENT OR DISCRIMINATION IN THE WORKPLACE**

The District prohibits harassment or discriminatory conduct in the workplace based on race, color, creed, religion, national origin, political affiliation, sex, sexual orientation, age, marital status, military status, veteran status, disability or domestic violence victim status or any other status protected by law. District employees are encouraged to report even isolated incidents of harassing or discriminatory behavior engaged in by their supervisors or coworkers or by other individuals with whom they come into contact while at work. While isolated incidents may not actually constitute a violation of law, it is the District's policy to prevent or stop harassing or discriminatory conduct before it rises to that level. The District also prohibits retaliation or any adverse treatment of employees because they either make a good faith report of harassment or discrimination, or provide information related to such complaints.

Regulations will be developed by the Superintendent of Schools which provide:

- a) an explanation of prohibited conduct under this policy;
- b) that employees who make complaints of harassment or discrimination, or provide information related to such complaints will be protected against retaliation;
- c) an explanation of the complaint process that provides at least two accessible avenues of complaint as well as a prompt, thorough, and impartial investigation;
- d) that the District will protect the confidentiality of harassment or discrimination complaints to the extent possible under the law;
- e) that the District will take immediate and appropriate corrective action when it determines that harassing or discriminatory conduct has occurred; and
- f) such other regulations as may be necessary and appropriate to implement this policy.

A copy of this policy and its accompanying regulations will be available upon request and published in appropriate school publications, such as teacher/employee handbooks, or otherwise publicized to employees.

Revised: 2/27/12, 1/9/17