

# District Policy & Regulations

## BOARD OF EDUCATION COLUMBUS SCHOOL DISTRICT

STAFF  
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### SEXUAL AND OTHER FORMS OF HARASSMENT

The District recognizes that a staff member's right to freedom from employment discrimination includes the opportunity to work in an environment untainted by sexual or other forms of harassment.

Sexual harassment includes all unwelcome sexual advances, requests for sexual favors, and verbal or physical contacts of a sexual nature whenever submission to such conduct is made a condition of employment or a basis for an employment decision, or when such conduct has the purpose or effect of unreasonably interfering with work performance or creating an intimidating, hostile, or offensive working environment.

Harassment also includes any speech or action based on a person's race, gender, age, religion, disability, pregnancy, or sexual orientation or any other factor outlined in the district's Equal Employment Opportunity policy that creates a hostile, intimidating or offensive working environment.

The harassment of a staff member of this District is strictly forbidden.

Any employee who violates this policy is subject to disciplinary action up to and including discharge. Disciplinary action against an employee shall be in accordance with applicable administrative rules and collective bargaining agreements.

Any person who believes he or she has been harassed in violation of this policy may file a written complaint with the school administrator with no retaliation by the alleged instigator. In the event the alleged instigator is an administrator, the person is to directly file a complaint with the Superintendent.

If the alleged instigator is a district office employee, the complaint is to be filed with the Superintendent of Schools.

If the alleged instigator is the Superintendent or a Board Member, the complaint may be filed with any Board officer. If the complaining party prefers to bring their complaint to the attention of another supervisor or administrator other than those listed on page one of this policy, they may do so.

The Superintendent shall distribute this policy to all District employees and shall incorporate it into building and staff handbooks. It shall also be the subject of discussion at employee staff meetings or in-service programs. The policy shall be posted in appropriate places throughout the District. Any staff member who violates this policy shall be subject to disciplinary action, up to and including termination.

111.36, Wis. Stats.                    29 CFR 1604.11  
Civil Rights Act of 1964, 42 U.S.C. 2000e-2(a)(1)

Adopted: 11/23/98  
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