

Enterprise School District 21

Code: GBN/JBA

Adopted: 6/3/2013

#### SEXUAL HARASSMENT

The Board is committed to the elimination of sexual harassment in district school and activities. Sexual harassment is strictly prohibited and shall not be tolerated. This includes sexual harassment of student or staff by others students, staff, Board members or third parties. "Third parties" include, but are not limited to, school volunteers, parents, school visitors, service contractors or others engaged in district business, such as employees of businesses or organizations participating in cooperative work programs with the district and others not directly subject to district control at interdistrict and intradistrict athletic competitions or other school events. "District" includes district-sponsored, district-approved or district-related activity or function, such as field trips or athletic events where students are under the control of the district or where the employee is engaged in district business.

The employee's submission to the conduct or communication is made a term or condition of employment;

The employee's submission to, or rejection of, the conduct or communication is the basis for decisions affecting employment;

The conduct or communication has the purpose or effect of substantially interfering with an individual's work performance; or

The conduct or communication has the effect of creating an intimidating, hostile or offensive working environment.

No employee will use the authority of his/her position to subject any other employee to sexual harassment, as defined above.

Administrators and supervisors are responsible for their conduct and for their employees' conduct and will take affirmative steps to stop sexual harassment by subordinates when observed or brought to their attention, including warning or disciplining the offending employee.

The superintendent will establish a process of reporting for those employees experiencing or observing acts of sexual harassment. There will be no retaliation by the district against any person who, in good faith, reports sexual harassment.

An act of sexual harassment shall subject an employee to discipline up to and including dismissal.

END OF POLICY

Legal References:

ORS 342.850 ORS 659.029 ORS 342.865

ORS 659.030 ORS 659.010 (14) ORS 659.040

ORS 659.020 ORS 659.150

Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C.A.,  
Section 2000(e) et seq. (West 1985)

Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C.A.,  
Section 621 (West 1985)

Age Discrimination in Employment Act of 1975, as amended, 42 U.S.C.A.,  
Section 6101 (West 1985)

Equal Pay Act of 1963, as amended, 29 U.S.C.A., Section 206(d) (West  
1985)

Act of June 12, 1972, sec. 901-907, 20 U.S.C., Sec. 1681 (1988).