

## **Sexual Discrimination and Harassment**

The district is committed to a learning and working environment that is free from sexual discrimination and harassment. It shall be a violation of policy for any member of the district staff to discriminate against another on the basis of sex or harass another staff member or student through conduct or communications of a sexual nature.

### **Sexual harassment**

Sexual harassment is recognized as a form of sex discrimination and thus a violation of the laws which prohibit sex discrimination.

Unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature may constitute sexual harassment when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of a person's employment or educational development.
2. Submission to or rejection of such conduct by an individual is used as the basis for employment or education decisions affecting such individual.
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating, hostile or offensive working or educational environment.

Sexual harassment as defined above may include but is not limited to:

1. Sex-oriented verbal \$kidding,\$ abuse or harassment.
2. Pressure for sexual activity.
3. Repeated remarks to a person with sexual or demeaning implications.
4. Unwelcome touching, such as patting, pinching or constant brushing against another's body.
5. Suggesting or demanding sexual involvement, accompanied by implied or explicit threats concerning one's grades, employment status or similar personal concerns.

## **Grievance procedure**

All employees shall have a ready means of resolving any claim of sexual discrimination. Grievance procedures for sexual harassment are set forth in GBAA-R. All other complaints regarding sexual discrimination shall be filed with the superintendent.

Filing of a grievance or otherwise reporting sexual discrimination or harassment shall not reflect upon the individual's status or affect future employment or work assignments. All matters involving sexual discrimination or harassment complaints shall remain confidential to the extent possible.

## **Notice of policy**

Notice of this policy shall be circulated to all district schools and departments and incorporated in employee handbooks.

All district employees shall receive annual training related to recognizing and preventing sexual harassment and discrimination.

Adopted by the Board: March 2000

Revised by the Board: December, 2005

LEGAL REFS.: 42 U.S.C. §2000e *et seq.* (Title VII of the Civil Rights Act of 1964)  
C.R.S. 24-34-401 *et seq.* (discrimination or unfair employment practices)  
C.R.S. 22-34-301 *et seq.* (Colorado Civil Rights Division procedures)

## **CROSS REFS.:**

*Administration policy:*

AC, Nondiscrimination/Equal Opportunity

*Board policy:*

EL-12, Staff Treatment