

SEXUAL HARASSMENT

The NWESD 189 is committed to a positive, productive educational working environment free from discrimination, including sexual harassment. The NWESD 189 prohibits sexual harassment of students, employees, and others.

Sexual harassment occurs when:

- 1) submitting to the harasser's sexual demands is a stated or implied condition for obtaining an education or work opportunity or other benefit;
- 2) submission to or rejection of sexual demands is a factor in an academic, work, or other related decision affecting an individual; or
- 3) unwelcome sexual or gender-directed conduct or communication interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.

Sexual harassment can occur adult to student, student to adult, student to student, adult to adult, male to female, female to male, male to male, or female to female.

The NWESD 189 will take prompt, effective, remedial, and equitable action within its authority on reports, complaints, and grievances alleging sexual harassment that come to the attention of the NWESD 189, either formally or informally. Allegations of criminal misconduct will be reported to law enforcement; suspected child abuse will be reported to law enforcement or Child Protective Services. Persons found to have been subjected to sexual harassment will have any adverse consequences of the harassment reviewed and remedied, as appropriate.

Engaging in sexual harassment will result in appropriate discipline (up to and including discharge/expulsion) or other appropriate sanctions against offending students, staff, and contractors. Anyone else who engages in sexual harassment on school property or at school activities will have their access to school property and activities restricted, as appropriate.

Retaliation against any person who makes, or is a witness in, a sexual harassment complaint is prohibited. The NWESD 189 will take appropriate actions to protect involved persons from retaliation.

It is a violation of this policy to knowingly report false allegations of sexual harassment. Persons found to knowingly report or corroborate false allegations will be subject to appropriate discipline.

The Superintendent shall develop and implement formal and informal procedures for receiving, investigating, and resolving complaints or reports of sexual harassment. The procedures will include reasonable and prompt time lines and delineate staff responsibilities under this policy. All staff are responsible for receiving informal complaints and reports of sexual harassment and informing appropriate NWESD 189 personnel of the complaint or report for investigation and resolution. All staff are also responsible for directing complainants to the formal complaint process.

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The Superintendent shall develop procedures which provide age-appropriate information and education to NWESD 189 staff, students, parents, and volunteers regarding this policy and the recognition and prevention of sexual harassment. At a minimum, sexual harassment recognition and prevention and the elements of this policy will be included in staff, student, and regular volunteer orientation. This policy shall be posted at each NWESD 189 program and work site in a place available to staff, students, parents, volunteers, and visitors, and shall be reproduced in each student, staff, volunteer, and parent handbook.

The Superintendent shall report to the Board, as appropriate, regarding the use and efficacy of this policy and related procedures. Recommendations for changes to this policy, if applicable, shall be included in these report(s). The Superintendent is encouraged to involve staff, students, and volunteers and parents in the review process, as appropriate.

First Reading: 12/16/87 (as 4150)
Second Reading: 02/26/92 (as 4150)
Revised: 09/27/95 (as 4150)
Revised: 06/27/01 (recodified 6590)

Reference:
RCW 28A.310.220
RCW 28A.640.020
WAC 392-190-056-058
29 CFR 1604.11
Sec. 703, Title VII of the Civil
Rights Act of 1964
Cross-Reference:
Files 5010