

GREENBURGH ELEVEN UFSD

POLICY 9110.2

SEXUAL HARASSMENT OF EMPLOYEES

The Board of Education recognizes that providing a workplace which is free from sexual harassment and/or sexual coercion is important to the welfare of employees and the efficient operation of the School District.

Therefore, the Board prohibits and condemns all forms of sexual harassment of employees, whether by other District employees and agents, students, or third parties such as employees or agents of Children's Village, school volunteers, visitors, contractors or vendors.

For purposes of this policy, "sexual harassment" shall be defined as the creation of a sexually hostile or repugnant work atmosphere caused by comments, gestures, printed, photographic or digital materials, etc., whether or not the affected employee's employment or working conditions are implicated. "Sexual coercion" shall be defined as a threat to the employment of an individual or his/her working conditions in return for sexual favors or an intimate personal relationship.

Prohibited conduct includes same-sex harassment or harassment on the basis of sexual orientation or the perception of sexual orientation.

Under no circumstances shall officers, supervisory personnel or other employees of the District sexually harass or sexually coerce any person in the workplace or at any time while in the employ of the District or at school-related functions, whether or not occurring on School District premises. If such harassment or coercion occurs, the affected employee is encouraged to report the incident as soon as possible to one of the following designees:

1. Building Level Administrator.
2. District Title IX Coordinator.
3. Assistant Superintendent for Instructional Programs and Personnel.
4. The Superintendent of Schools.

The Superintendent of Schools shall establish and publish procedures for the presentation, investigation and resolution of such complaints. Such procedures shall provide for a final determination to be made by the Superintendent of Schools, and for review of any such final determination by the Board of Education upon request of the complainant.

Acts of sexual harassment or sexual coercion committed by any person other than an officer, supervisory personnel or other employee of the District, such as a student or third-party, should be reported, and will be responded to, under the Code of Conduct (Policy # 5300).

There shall be no reprisal of any kind brought against an employee for the good faith reporting of an incident pursuant to this policy.

It is the policy of this District to appropriately discipline supervisory employees and other personnel, including dismissal from employment, when there is a finding that they have committed one or more acts of sexual harassment and/or sexual coercion. Disciplinary proceedings shall be conducted in accordance with statutory and contractual requirements, where applicable.

The District shall periodically provide in-service training for the supervisory staff and other employees regarding sexual harassment in the workplace.

A copy of this policy shall be distributed to all supervisory personnel and all other employees.

Legal References:

Revised and Adopted: June 10, 2015

Readopted: July 9, 2015