

## All Personnel

### SEXUAL HARASSMENT

The Governing Board prohibits sexual harassment in the working environment of district employees or applicants by any person in any form.

Employees who permit or engage in such harassment, including same sex harassment or harassment based on sexual orientation, may be subject to disciplinary action up to and including dismissal.

*(cf. 4030 – Nondiscrimination in Employment)*  
*(cf. 4118 – Suspension/Disciplinary Action)*

Any employee or applicant for employment who feels that he/she or another individual in the district is being sexually harassed should immediately contact his/her supervisor, principal or other district administrator or the Superintendent or designee in order to obtain procedures for reporting a complaint. Complaints of harassment can be filed in accordance with AR 4031 – Complaints Concerning Discrimination in Employment or BP 1312.3 – Uniform Complaint Procedure.

Any supervisor who receives a harassment complaint shall notify the Superintendent or designee who shall ensure that the complaint is appropriately investigated.

*(cf. 4031 – Complaints Concerning Discrimination in Employment)*

The district prohibits retaliatory behavior against any complainant or any participant in the complaint process. Each complaint of sexual harassment shall be promptly investigated in a way that respects the privacy of all parties concerned.

*Legal References:*

EDUCATION CODE

200-240 Prohibition of discrimination on the basis of sex, especially:

212.5 Sexual harassment, defined

212.6 Sexual harassment policy

230 Particular practices prohibited

GOVERNMENT CODE

12900-12996 Fair Employment and Housing Act

LABOR CODE

1101 Political activities of employees

1102.1 Discrimination: sexual orientation

UNITED STATES CODE, TITLE 42

2000D & 2000E ET SEQ. Title VI & Title VII, civil Rights Act of 1964 as amended

2000h-2 et seq. Title IX, 1972 Education Act Amendments

Meritor Savings Bank, FSB v. Vinson et al.

86 Daily Journal D.A.R. 2130