

SOUTHERN COLUMBIA AREA SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: SEXUAL HARASSMENT

ADOPTED: March 8, 1999

REVISED:

| 448. SEXUAL HARASSMENT | |
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| 1. Purpose Sec. 703 of Title VII of Civil Rights Act of 1964; Sec. 5(a) PHRC Act; Title IX of the 1972 Educ. Amendments | <p>It is the policy of the Southern Columbia Area School District to maintain a learning and working environment that is free from sexual harassment. No employee or student of the district shall be subjected to unsolicited and unwelcome sexual overtures or conduct, either verbal or physical.</p> |
| 2. Authority | <p>It shall be a violation of this policy for any member of the district staff to harass another staff member or student through conduct or communications of a sexual nature as defined below. It shall also be a violation of this policy for students to harass other students or staff through conduct or communications of a sexual nature as defined below.</p> <p>Each administrator shall be responsible for promoting understanding and acceptance of, and assuring compliance with, state and federal laws and Board policy and procedures governing sexual harassment within his/her school or office. Violations of this policy or procedure will be cause for disciplinary action.</p> |
| 3. Definition EEOC Guidelines on Sexual Harassment, Fed. Reg. Vol. 45,#219; PHRC August 1981 | <p>Sexual harassment means unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:</p> <ol style="list-style-type: none">1. Submission to such conduct is made either explicitly or implicitly a term or condition of a person's employment or advancement or of a student's participation in school programs or activities; or2. Submission to or rejection of such conduct by an employee or student is used as the basis for decisions affecting the employee or student; or |

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| <p>Guidelines; PA Bulletin Vol. II, #5 Policy Memo Office of Civil Rights USDE August 1981</p> <p>4. Procedures Pol. 219 Pol. 103</p> <p>5. Sanctions Pol. 317, 417, 517 Pol. 218, 233</p> <p>6. Notification</p> | <p>3. Such conduct has the purpose or effect of unreasonably interfering with an employee's or student's performance or creating an intimidating, hostile, or offensive employment or learning environment.</p> <p>Sexual harassment, as defined above, may include, but is not limited to the following: verbal harassment or abuse; pressure for sexual activity; repeated remarks with sexual or demeaning implications; unwelcomed touching; sexual jokes, posters, suggestive logos on clothing, etc.; suggesting or demanding sexual involvement accompanied by implied or explicit threats concerning one's grades, job, etc.</p> <p>Any person who alleges sexual harassment by a staff member or student in the school district may use the procedure detailed in the School District's Grievance Procedure or may complain directly to his/her immediate supervisor, building principal, guidance counselor or district Title IX coordinator (Superintendent). Filing a grievance or otherwise reporting sexual harassment will not reflect upon the individual's status, nor will it affect future employment, grades or work assignments.</p> <p>The right to confidentiality, for both the accuser and the accused, will be respected consistent with the school district's legal obligations, and with the necessity to investigate allegations of misconduct and to take corrective action when this conduct has occurred.</p> <p>A substantiated charge against a staff member in the school district shall subject such staff member to disciplinary action, up to and including discharge.</p> <p>A substantiated charge against a student in the school district shall subject that student to disciplinary action, which may include suspension or expulsion, consistent with the student discipline code.</p> <p>Notice of this policy will be circulated to all schools and departments of the school system and incorporated in teacher and student handbooks. Training sessions on this policy and the prevention of sexual harassment shall be held for teachers and students in all schools on an annual basis.</p> |
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