

GENERAL PERSONNEL

Sexual Harassment

It is illegal and against Board of Education policy for any employee, student or other person, male or female, to sexually harass an employee or student while that employee or student is on school property or engaging in school activities or school business.

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

- a. submission to such conduct is made either explicitly or implicitly a term or condition of an employee's continued employment or a student's academic status; or
- b. submission to or rejection of such conduct by an employee or student is used as the basis for employment or academic decisions affecting that employee or student; or
- c. such conduct has the purpose or effect of substantially interfering with an employee's professional performance or a student's academic performance, or creating an intimidating, hostile or offensive working or educational environment.

An employee engaging in sexual harassment will be subject to discipline, up to and including termination. A student engaging in sexual harassment will be subject to discipline, up to and including, expulsion. Other individuals engaging in sexual harassment of employees or students may be excluded from school property and/or school activities.

The initiation of a complaint of sexual harassment will not adversely affect the terms and conditions of the complainant's employment or academic status in the District. The Superintendent is authorized to promulgate rules and regulations implementing this policy.

LEGAL REF.: Title VII of the *Civil Rights Act of 1964* (42 U.S.C. § 2000e et seq., 29 C.F.R. § 1604.11(a)). Title IX of the *Education Amendments of 1972*, 20 U.S.C. § 1681 et seq.
Illinois Human Rights Act (775 ILCS 5/1-101 et seq.)

FIRST READING: February 19, 2003

ADOPTED: March 19, 2003

REVIEWED: March 15, 2006