

## SEXUAL HARASSMENT

All students, employees and Board members are strictly prohibited from engaging in any form of sexual harassment of any student, employee, applicant for employment, vendor representative or patron of the School District. This policy will set forth the rules and regulations to be followed by all students, employees, and Board members of the School district with regard to the issue of sexual harassment.

“Employee” means any person who is authorized to act on behalf of the School District, whether that person is acting on a temporary or permanent basis, with or without being compensated, or on a full-time basis and including board members and school volunteers.

“Student” means any person who is enrolled in any school or program of the School District.

In the case of an employee of the School District, “sexual harassment” is defined as unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal or physical conduct of a sexual nature by one employee towards another employee which (a) is made an explicit or implicit term or condition of an employee’s employment, or (b) is used as a basis for employment decisions affecting that employee or (c) has the purpose or effect of unreasonably interfering with an employee’s work performance, or creating an intimidating, hostile or offensive working environment.

In the case of a student of the School District, “sexual harassment” includes all forms of unwelcome conduct of a sexual nature by a student, employee or any third person towards a student. Age appropriate examples of the kinds of things that can constitute prohibited sexual harassment shall be communicated to the students.