

PERSONNEL

Sexual Harassment of District Staff Prohibited

It is the policy of the Central Kitsap School District that there be no discrimination on the basis of sex. In keeping with that policy, the District will not tolerate harassment of or by anyone in connection with District programs or activities. Sexual harassment is a violation of the District's rules of conduct for the work place and/or educational setting.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, sexually motivated physical contact or other verbal or physical conduct, or communication of a sexual nature between two or more individuals if: (1) submission to that conduct or communication is made a term or condition of employment (either explicitly or implicitly) or of obtaining an education, academic opportunity, or achievement; (2) submission to or rejection of that conduct or communication by an individual is used in decisions affecting that individual's employment or educational opportunities or achievement; or (3) that conduct or communication has the purpose or effect of substantially interfering with an individual's work or education performance, or creates an intimidating, hostile, or offensive work or educational environment. For the purpose of this definition, sexual harassment may include conduct or communication that involves adult to student, student to adult, student to student, adult to adult, male to female, female to male, male to male, or female to female.

Examples of behavior which have been considered sexual harassment include without limitation: invitations for dates which do not stop when the response is negative; uninvited and deliberate touching or feigned accidental brushing against a person's body; feigned friendly pats, squeezes, pinches, or other forms of physical contact; standing too close, cornering, or stalking a person; using derogatory sexual terms for a person; uninvited letters, phone calls, or gifts; teasing with sexually explicit or suggestive materials including "pin-ups" or sexually degrading cartoons posted in the work and/or school site; uninvited sexually suggestive looks, constant leering or ogling, or gestures; uninvited sexual teasing, remarks, or questions regarding an employee's personal life which have no relationship to the working place; and demands for sexual favors in return for hiring, promotion, or other employment or educational achievement.

Any individual who has been found, after appropriate investigation, to have sexually harassed any staff member, volunteer, parent, or student will be subject to disciplinary action up to and including discharge for staff, expulsion for students, or denial of access to school property or activities for others.

Retaliation against any person who makes or is witness in a sexual harassment complaint is prohibited and may result in disciplinary action as described above. It is a violation of this policy to knowingly report false allegations of sexual harassment. Persons found to knowingly report or corroborate false allegations may be subject to disciplinary action up to and including termination of employment.

The superintendent is directed to develop procedures that provide for receiving and investigating and resolving complaints of alleged sexual harassment.

The superintendent shall develop procedures to provide information and education to staff, students, parents, and volunteers regarding this policy and the recognition and prevention of sexual harassment. At a minimum sexual harassment recognition and prevention and the elements of this policy will be included in staff, student, and regular volunteer orientations. This policy shall be posted in each District building in a place available to staff, students, parents, volunteers, and visitors. The policy shall be reproduced in each student, staff, volunteer, and parent handbook.

This policy shall be reviewed yearly by the Cabinet.

Cross References:

3205 Sexual Harassment of Students Prohibited
3207 Prohibition of Harassment, Intimidation and Bullying
3210 Nondiscrimination
3240 Student Conduct
3421 Child Abuse and Neglect Reporting
5010 Nondiscrimination and Affirmative Action
5281 Disciplinary Action and Discharge

Legal References:

RCW 28A.640.020 Regulations, guidelines to eliminate discrimination--Scope
WAC 392-190-056 through 058 Sexual Harassment

Adopted: May 24, 1995
Revised: January 26, 2000
Revised: May 23, 2001
Revised: May 8, 2013
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