

Sexual Harassment - Personnel, Volunteers and Parents

It is the policy of the Issaquah School District that there be no discrimination on the basis of sex. In keeping with that policy, the district will not tolerate sexual harassment of any of its employees, students, volunteers or parents. 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 contact or communication of a sexual nature if; (1) submission to that conduct or communication is made a term or condition, either explicitly or implicitly, of employment or 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 educational 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 in the work place including "pin-ups" or sexually degrading "cartoons posted in the work 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, tenure or grades 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 will result in appropriate discipline.

It is a violation of this policy to knowingly report false allegations of sexual harassment. Persons found to knowingly report or corroborate false allegations will be subject to appropriate discipline.

The Superintendent is directed to develop procedures that provide for receiving and investigating and resolving complaints from any staff member who alleges that he/she has been subjected to 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.

Legal Reference:

Title VII of the Civil Rights Act of 1964

Title IX of The Education Amendments of 1972

RCW 49.60
RCW 28A.640.020
WAC 392-190-056...058

Adopted October 1994
Revised August 23, 1995
Revised November 30, 1995