

Prohibition Against Harassment

There will be no harassment against any staff member, students, volunteer, parent, or guardian on the basis of such person's race, color, sex, creed, religion, sexual orientation, ancestry, national origin, physical/personality traits or style, physical, sensory, or mental disabilities, or for any other reason prohibited by law. The district will not tolerate any such harassment of any of its staff members, students, volunteers, parents, or guardians.

A. Harassment Defined

Harassment is defined for purpose of this policy as intentional acts, statements, or conduct, which has the purpose or effect of materially or substantially interfering with an individual's work performance, or creating an intimidating, hostile or offensive work environment. This may include, but is not limited to:

- Graffiti, pictures, or photographs offensively or negatively depicting race, color, sex, creed, religion, sexual orientation, ancestry, national origin, physical/personality traits or style, physical, sensory, or mental disabilities, or any other category protected by law.
- Disparaging remarks about or use of demeaning, offensive, negative terms related to race, color, sex, creed, religion, sexual orientation, ancestry, physical/personality traits or style, physical, sensory, or mental disabilities, or any other category protected by law.
- Deliberate and unwelcome touching, cornering, stalking, pinching, or pulling clothing.
- Offensive jokes or teasing related to race, color, sex, creed, religion, sexual orientation, ancestry, national origin, physical/personality traits or style, physical, sensory, or mental disabilities, or any other category protected by law.
- Hazing, pranks, or other intimidating behavior directed toward an individual because of the individual's race, color, sex, creed, religion, sexual orientation, ancestry, national origin, physical/personality traits or style, physical, sensory, or mental disabilities, or any other category protected by law.
- Electronically transmitted messages or images by wire, radio, optical cable, electromagnetic, or other similar means; i.e., cell phone, e-mail, text messaging or internet.

B. Complaint Process

1. **Informal**: Any individual who believes he or she has been harassed is encouraged to directly inform any alleged harasser that the behavior is offensive, unwelcome, and must stop.

If directly informing the alleged harasser does not result in elimination of the offensive, unwelcome behavior, or if the individual selects not to directly inform the alleged harasser, the individual is strongly recommended to report orally or in writing the allegations to the district.

The district will take all complaints of harassment seriously and will act to investigate all complaints. Any staff member, volunteer, parent, or guardian who believes that he or she has been subjected to harassment in the educational environment or in connection with his or her district employment, is strongly encouraged to bring his or her complaint to the immediate attention of his or her supervisor, manager, Title IX/Affirmative Action Officer and/or a district administrator. The Title IX Affirmative Officer may also receive formal reports or complaints of harassment, as set forth in section 2 below.

2. **Formal**: A formal complaint of harassment may be made in accordance with Procedure 5014 (Resolving Grievances of Harassment).

C. Disciplinary Action

1. Staff Members: The district will take such disciplinary action as it deems necessary and appropriate designed to end harassment and to prevent its reoccurrence, up to and including discharge and /or suspension. Such disciplinary action will be consistent with any applicable collective bargaining agreement, district policy, and state and federal law.
2. Parents/Community Members: Any parent/community member who harasses staff, students, or volunteers will be subject to district action as it deems necessary and appropriate to end harassment and to prevent its reoccurrence, up to and including legal action or criminal charges being filed.

D. False Accusations

It is also a violation of this policy to knowingly report false allegations. Persons that are found to knowingly report false allegations will also be subject to disciplinary action.

E. Remedies

The district will take corrective measures designed to eliminate harassment and prevent its reoccurrence. When deemed appropriate by the district, the district shall provide support and/or assistance for individuals who have been subjected to harassment in the district's work environment.

F. Non-Retaliation

No person shall be retaliated against for making a report of harassment or for providing testimony or assisting in the investigation of such a report.

G. Dissemination of Policy

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 harassment. At a minimum, harassment, recognition, prevention, and the elements of this policy will be included in staff and regular volunteer orientations. This policy shall be posted in each district building in a place available to student, staff, parents, volunteers and visitors. This policy shall be reproduced in each staff and volunteer handbook.

This policy shall be reviewed annually by the Cabinet.

Legal References:

Title VII of the Civil Rights Act
Title IX of the Education Amendments
RCW 49.60
RCW 28A.640.020
WAC 392-190-056.058

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