

## **2.0 SEXUAL HARASSMENT**

2.1 The School District shall follow the guidelines set forth in Title VII of the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972.

2.2 A working and learning environment that is free from sexual harassment shall be maintained. Staff members or students who sexually harass other staff members or students, or who retaliate against anyone who reports sexual harassment (or who participates in a harassment investigation) shall be subject to disciplinary action.

2.3 The Superintendent of Schools shall cause to be developed a grievance procedure for all employees. This procedure (R-2.0) provides employees with a systematic, fair and equitable process to address any sexually harassing conduct that creates an intimidating, hostile or offensive working environment, which subjects an individual to unwelcome sexual advances, expressed or implied, as a condition of employment, or which interferes with an individual's work/school performance.

2.4 Any employee who feels that he has been or is being subjected to sexual harassment may use the existing grievance procedures to request a remedy for the complaint and shall have a ready means of resolving any sexual harassment claim on the basis of sexual harassment in the educational programs or activities of the School District. All matters involving sexual harassment shall remain confidential to the extent possible. Filing of a grievance or otherwise reporting sexual harassment shall not reflect upon the individual's status or employment.

2.5 To the extent required by law, the School District shall investigate any informal or formal report of sexual harassment by students, employees, or third parties. Whether or not a formal grievance is filed, the School District shall take steps reasonably necessary to end the sexual harassment, prevent sexual harassment from occurring again, and to prevent retaliation against anyone who reports sexual harassment or participates in a harassment investigation.

2.6 Notice of this administrative procedure and its accompanying grievance guidelines shall be circulated to all district schools and departments by incorporation in student and employee handbooks or by distribution in some other manner reasonably to ensure that students and employees receive notice of these procedures and guidelines.

Revised: November 4, 1998

Weld County Re-3(J) School District, Keenesburg, Colorado 80643