

**Background:**

The Poquoson City School Board is committed to maintaining a learning/working environment free from sexual harassment and harassment based on race, national origin, disability or religion. Therefore, the School Board prohibits sexual harassment and harassment based on race, national origin, disability or religion of any student or school personnel at school or any school-sponsored activity. As a result of the School Board Policy the division provides training to each employee annually.

OSHA's Bloodborne Pathogens Standard requires employers to provide information and training to workers. Employers must ensure that their workers receive regular training that covers all elements of the standard including, but not limited to: information on bloodborne pathogens and diseases, methods used to control occupational exposure, hepatitis B vaccinations, and medical evaluation, including post-exposure follow-up procedures. Employers must offer this training on initial assignment, at least annually thereafter.

**Guidelines:**

All employees of Poquoson City Schools are required to comply with training for safety and workplace behavior. This training is typically provided at the start of each school year.

1. Online modules will be accessible for all staff to review and pass a required course evaluation.
2. The following courses will be assigned to appropriate staff to complete:
  - a. "Blood borne Pathogens Exposure and Prevention"
  - b. "Sexual Harassment: Staff to Staff"
  - c. "Sexual Harassment: Student Issues and Responses"
3. Directions and a required timeline for completion will be provided to all Poquoson City Schools' employees.

**Legal References:** Title VII of the Civil Rights Act of 1964, as amended in 1972, 42 U.S.C. 2000 d-z; 20 U.S.C. §§ 1681-1688; 29 42 U.S.C. § 794; Executive Order 11246, 1965, as amended by Executive Orders 11375 and 12086; Equal Employment Opportunity Act of 1972; Education Amendments of 1972, Title IX; 34 C.F.R. Part 106; 45 C.F.R. Parts 81, 86; Constitution of Virginia, Art. I, generally; Code of Virginia, 1950, as amended, §§22.1-79(6) and 22.1-306, et seq; U.S. Dept. of Labor, OSHA Standards - 29 CFR

**Issued: January 17, 2017**