

**Sexual Harassment**

It is the district's policy that sexual harassment is illegal, unacceptable, and shall not be tolerated; that no employee or student of the school district may sexually harass another. Any employee or student will be subject to disciplinary action including possible termination of employment or attendance at school for violation of this policy.

Any unwelcome sexual advances, solicitation, or sexual activity by promise of rewards, coercion of sexual activity by threat of punishment, verbal sexist remarks or physical sexual assaults constitute sexual harassment. This conduct has the effect of unreasonably interfering with an individual's academic or work performance or of creating an intimidating, hostile, or offensive employment or educational environment regardless of intent.

School District Officers, employees, and students are responsible for maintaining a working and learning environment free from sexual harassment. Workshops and activities will be provided by the school district to explain the policy and laws. Careful scrutiny will be undertaken of all allegations of sexual harassment. False allegations that are malicious or ill-founded may constitute libel or slander. Copies of the policy will be available at all administrative offices.

Any employee who believes that he/she has been a subject of sexual harassment by a district employee or officer should report this incident immediately to his/her immediate supervisor. If the immediate supervisor is involved in the activity, the violation should be reported to the supervisor's immediate supervisor. Students should report such incidents to the Guidance Counselor and/or the responsible administrator.

All reported incidents will be thoroughly investigated and subject to disciplinary action. While absolute confidentiality cannot be guaranteed, confidentiality consistent with Due Process will be maintained. Criminal acts must be reported to law enforcement authorities. If an employee or student files a written complaint because of dissatisfaction with the handling of the complaint, he/she may utilize any applicable grievance procedure.

The Superintendent shall, at least annually, publish notice of this policy and the means by which it shall be enforced. Such notice shall be sent to all parents, students, and employees and shall be published in local newspapers. The notice shall reference the local Title IX Coordinator who is in charge of handling complaints locally and the Regional Office of the Office for Civil Rights, 1961 Stout Street, Denver, Colorado 80294 where complaints may be filed.

Legal References: Federal Title IX; SDCL 20-9-6; 20-9-32; 20-11-1; 22-19B-1

Adopted: February 13, 1989

Revised: July 8, 1996; January 11, 2010