



Book	District Policy
Section	G - Personnel
Title	Treatment Of Staff/Respectful Workplace/Anti-Bullying
Code	GB
Status	Active
Last Revised	December 5, 2016
Last Reviewed	March 29, 2021

### **Treatment of Staff/Respectful Workplace/Anti-Bullying**

All employees will be treated with respect, dignity and professionalism, and recognized for the values they bring to their respective positions.

Employees must avoid engaging in unwelcome behaviors deemed as harassing or offensive by persons or individuals who may see and/or overhear it, directly or indirectly, in the workplace and in work-related environments. Further, the District will not tolerate comments, gestures, or disrespectful behaviors which are vulgar or obscene or which denigrate others on the basis of race, color, national origin, religion, sex, age, disability, sexual orientation, genetic information or any other applicable status protected by federal, state or local law.

Both paid and volunteer staff will enjoy working in a respectful environment that does not cause or allow conditions which constitute a hostile or bullying work environment and/or unfair, undignified, unsafe, unlawful, unethical, derogatory, disrespectful, demeaning, malicious in nature, unnecessarily intrusive (verbal or physical) or which fail to provide appropriate confidentiality and privacy. Upon hire, all District staff will be required to complete the District's mandatory Respectful Workplace training and may be required to repeat the training as directed by the District.

All employees, similarly, have the responsibility to conduct themselves in a manner befitting the profession and important work of an educational institution and to report to a Supervising Administrator and/or Human Resources Administrator any conduct that does not support a respectful workplace. No reprisals or retaliation shall be allowed to occur as a result of good faith reporting under this policy.

#### Legal:

- 20 U.S.C. §1681 (Title IX of the Education Amendments of 1972)
- 29 U.S.C. §201 et seq. (Fair Labor Standards Act)
- 29 U.S.C. §621 et seq. (Age Discrimination in Employment Act of 1967, as amended)
- 29 U.S.C. §701 et seq. (Section 504 of the Rehabilitation Act of 1973)
- 42 U.S.C. §1201 et seq. (Americans with Disabilities Act)
- 42 U.S.C. §2000 d (Title VI of the Civil Rights Act of 1964)
- 42 U.S.C. §2000 e (Title VII of the Civil Rights Act of 1964, as amended)
- C.R.S. 2-4-401 (13.5) (definition of sexual orientation which includes transgender)
- C.R.S. 22-32-110 (1)(k)
- C.R.S. 22-61-101
- C.R.S. 24-34-301
- C.R.S. 24-34-302
- C.R.S. 24-34-303
- C.R.S. 24-34-304
- C.R.S. 24-34-305
- C.R.S. 24-34-306
- C.R.S. 24-34-307
- C.R.S. 24-34-308
- C.R.S. 24-34-401 et seq.
- C.R.S. 24-34-402