

TITLE IX SEXUAL HARASSMENT

The Jefferson Parish School Board (“School Board”) desires to provide a safe school environment that allows all students equal access and opportunities in the School District’s academic; extracurricular, and other educational support programs, services, and activities. The School Board does not discriminate on the basis of sex in the education program or activity that it operates. The School Board recognizes that sexual harassment is a form of discrimination on the basis of sex and the School Board prohibits sexual harassment as defined by Title IX and Part 106 of Title 34 of the United States Code of Federal Regulations.

Any person may report discrimination based on sex, including sexual harassment, in person, by mail, by telephone, or by electronic mail to the School Board’s Title IX Coordinator at any time, including during non-business hours. Any School Board employee who has *actual knowledge* of sexual harassment must report the conduct to the Title IX Coordinator. The Title IX Coordinator’s name and contact information shall be made available to applicants for admission and employment, students, parents or legal guardians, and employees, and shall be published in the *Student Code of Conduct*, and on the School Board’s website. Reports of and inquiries regarding unlawful sex discrimination may also be made to the Assistant Secretary for Civil Rights of the U.S. Department of Education, 400 Maryland Ave., S.W., Washington, D.C. 20202-1100, Email: ocr@ed.gov, 1-800-421-3481. The School Board’s Title IX Coordinator shall be authorized to coordinate the School Board’s Title IX obligations.

DEFINITIONS

1. “Actual knowledge” means notice of sexual harassment or allegations of sexual harassment as defined below to the Title IX Coordinator or to any School Board employee. Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute actual knowledge. Actual knowledge does not exist if the only person with actual knowledge is the “respondent” as defined below.
2. “Administrative leave” means placing an employee respondent on administrative leave during the pendency of the grievance process. This provision may not be construed to modify any rights under Section 504 of the Rehabilitation Act of 1973 or the Americans with Disabilities Act or regulations promulgated thereunder.

3. “Advisor” is an individual who either the complainant or respondent may have to support that party during the course of the complaint process. The advisor need not be an attorney. The advisor is at the party’s sole expense, if any. The advisor may inspect and review all evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint.
4. “Complainant” means a student who is alleged to be the victim of conduct that could constitute sexual harassment as defined below.
5. “Decision-Maker” is someone other than the Title IX Coordinator or Investigator. For the School Board, the Decision-Maker is the Chief of District Affairs (student-on-student complaints) or the Chief of Human Resources (employee-on-student complaints). The Decision-Maker issues a written determination regarding responsibility based on the complaint investigative report.
6. “Education program or activity” includes any school, administrative building and any School Board location, event, or circumstance over which the School Board and its employees and staff have or exhibit substantial control over students and the context in which harassment occurred. This policy applies to conduct that occurs in the virtual classroom which shall be considered a School Board “education program or activity”.
7. “Emergency removal” means removing a respondent student from the School Board’s education program or activity on an emergency basis, provided that the Title IX Coordinator undertakes an individualized safety and risk analysis, and determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal. The Title IX Coordinator also provides the respondent with notice and an opportunity to challenge the decision immediately following the removal. This provision may not be construed to modify any rights under the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act.
8. “Formal complaint” means a document filed by a complainant (victim) or signed by the Title IX Coordinator alleging sexual harassment (as defined below) against a respondent requesting an investigation of an allegation of sexual harassment. The complaint may be filed with the Title IX Coordinator in person, by mail, and/or by electronic means. “Document filed by the complainant” means a document or electronic submission, such as by electronic mail or through an

online porta that contains the complainants physical or digital signature or otherwise indicates that the complainant is the person filing the formal complaint. Where the Title IX Coordinator signs a formal complaint, the Title IX Coordinator is not a complainant or otherwise a party to the complaint.

9. “Investigator” is the person designated by the Title IX Coordinator to investigate allegations which may constitute “sexual harassment” (as defined below) and to produce an investigative report. The Investigator may be the Title IX Coordinator, but in no instance may the Investigator also be the Decision-Maker (as defined above).
10. “Notice” is given when any School Board employee, Title IX Coordinator, or any official with authority witnesses sexual harassment; hears about sexual harassment or sexual allegations from a victim or third party (e.g., the victim’s parent or guardian, friend, or peer); receives a written or verbal report about sexual harassment or allegations of sexual harassment; or by any other means.
11. “Remedies” are what the School Board provides to the complainant and to the respondent after the School Board has made a determination of responsibility for sexual harassment against the respondent via the grievance process. Remedies may include supportive measures (as defined below) designed to restore or preserve equal access to the School Board’s education program or activity and may be disciplinary and/or punitive in nature with respect to the respondent. Remedies also include disciplinary sanctions which, for employees, may include all available disciplinary action up to and including termination of employment and, for students, all available disciplinary action up to and including expulsion.
12. “Respondent” means a student or employee who has been reported to be the perpetrator of conduct that would constitute sexual harassment within the meaning of this policy.
13. “Sexual harassment” means, for purposes of this policy, conduct on the basis sex that satisfies one or more of the following:
 - a. An employee of the School Board conditioning the provision of an aid, benefit, or service of the Jefferson Parish School Board on an individual’s participation in unwelcome sexual conduct. (*quid pro quo sexual harassment*).

- b. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the School Board’s education program or activity; or
 - c. *Sexual assault* as defined in 20 USC 1092, *dating violence* as defined in 34 USC 12291, *domestic violence* as defined in 34 USC 12291, or “stalking” as defined in 34 USC 12291.
14. “Standard of evidence” is a preponderance of evidence which means a finding that is more likely than not that the sexual harassment occurred. The standard is met when a finder of fact has determined with 50.1% certainty that sexual harassment has occurred.
15. “Supportive measures” means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the School Board’s education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties, the educational environment, or to deter sexual harassment. Supportive measures may include counseling, extension of deadlines or other course-related adjustments, modifications of work or class schedules, mutual restrictions on contact between the parties, changes in work or school locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. The Title IX Coordinator must maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining confidentiality would not impair the ability to provide the supportive measures. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.
16. “Title IX Coordinator” is the individual designated and authorized by the Superintendent to coordinate Title IX compliance for the School Board, including, but not limited to, the Title IX sexual harassment policy and grievance procedures addressed herein. The Title IX Coordinator shall receive all training required by Part 106 of Title 34 of the United States Code of Federal Regulations. The name, office address, electronic mail address, and telephone number of the Title IX Coordinator shall be posted on the School Board website and in each handbook or catalog that it makes available to applicants for

admission and employment, students, parents or legal guardians of students, and employees.

17. "Title IX" refers to Title IX of the Education Amendments of 1972 (20 USC 1681, *et seq.*) and the regulations promulgated thereunder. Title IX prohibits discrimination on the basis of sex in education programs and activities that receive Federal financial assistance, including the Jefferson Parish School Board.

REPORT PROCEDURE

1. Any student who believes that he or she has been the victim of sexual harassment, as defined herein, by another student or by a School Board employee or staff member is encouraged to report the matter to the Title IX Coordinator or other School Board employee.
2. Any person, such as a parent/guardian, principal, school administrator, teacher, friend, or bystander, may report sexual discrimination, including sexual harassment, whether or not the person reporting is the alleged victim of conduct that may constitute discrimination or sexual harassment. The report should be made to the Title IX Coordinator.
3. Reports may be made by mail, telephone, or email using the contact information listed for the Title IX Coordinator or by any other means that results in the Title IX Coordinator receiving a verbal or written report.
4. Upon actual knowledge or notice of alleged sexual harassment of a student, the Title IX Coordinator must, within 24 hours, contact the complainant student and, as appropriate, parent/guardian, to determine the immediately available facts and to discuss options, including the availability of supportive measures which are available with, or without, the filing of a formal complaint.
5. The report of alleged sexual harassment must be sufficiently clear and explicit so that it can be recognized as a legitimate report of sexual harassment or retaliation. A report should, at a minimum, include: (a) a description of the alleged act of sexual harassment, including the date(s), time(s), and place(s) it is alleged to have occurred; (b) the identity of the alleged victim; (c) the identity of the alleged harasser; and (d) identity of the reporting person.

6. During the initial contact following receipt of the report, the Title IX Coordinator must notify the complainant student and parent/guardian, as appropriate, of the right to file a formal complaint and how to do so.
7. If the complainant elects not to file a formal complaint, the Title IX Coordinator may proceed as follows:
 - a. The Title IX Coordinator may close the report without further action if there is insufficient information to warrant opening an investigation despite the complainant's wishes. If the report is closed, the Title IX Coordinator must:
 - i. Provide supportive measures, as appropriate, which must remain confidential;
 - ii. Document reasons why closure of the report was not deliberately indifferent;
 - iii. Document measures taken to preserve and restore equal access to programs or activities;
 - iv. If no supportive measures are provided, document the reasons why the response was not clearly unreasonable, and
 - v. Maintain the confidential report for seven (7) years.
 - b. The Title IX Coordinator may sign and file a formal complaint even where the complainant does not wish to move forward. The Title IX Coordinator will open an investigation despite the complainant's wishes if the report is sufficient to impart knowledge that any person is sexually harassing or assaulting students or implies a pattern of sexual harassment by a person in a position of authority.

COMPLAINT PROCEDURE

Upon receipt of a formal written complaint by a complainant student or signed by the Title IX Coordinator, the Title IX Coordinator must immediately provide written notice to the known parties, containing a copy of these grievance procedures, including the informal resolution process and appeals processes. Such written notice must contain the following elements:

1. Notice of the allegations of sexual harassment potentially constituting sexual harassment, as defined herein, to include sufficient details known at the time and allowing time to prepare a response before any initial interview or other

proceeding. Sufficient details include the identities of the known parties involved in the incident, the conduct allegedly constituting sexual harassment, and the date(s) and location(s) of the alleged incident(s), if known.

2. A statement that the complainant and respondent will be treated equitably by:
 - a. Providing remedies for a complaint when the determination of responsibility for sexual harassment has been made against the respondent, and
 - b. By following this grievance process before imposing any disciplinary action against the respondent, or other actions that are not supportive measures.

Remedies must be designed to restore or preserve equal access to the School Board's education program or activities and include individual services such as "supportive measures"; however, remedies may be disciplinary or punitive, as appropriate under the circumstances.

3. A statement that the respondent is presumed not responsible for the alleged conduct until a determination of responsibility has been made at the conclusion of the investigation.
4. Notice informing each party that they may have an advisor of their choice, who may be, but is not required to be, an attorney and who may inspect and review all evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint.
5. Notice of any provision in the Jefferson Parish School Board *Student Code of Conduct* that prohibits knowingly making false statements or knowingly submitting false information during the complaint process.
6. A statement that, if, in the course of the investigation, the Title IX Coordinator or designated Investigator decides to investigate allegations about the complainant or respondent that are not included in the notice provided pursuant to this section, the Title IX Coordinator must provide written notice of the additional allegations to the parties whose identities are known.
7. Notice that the Title IX Coordinator may consolidate formal complaints as to allegations of sexual harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against

the other party, where the allegations of sexual harassment arise out of the same facts or circumstances. Where a complaint process involves more than one complainant or more than one respondent, references in this section to a singular “party,” “complainant,” or “respondent” include the plural, as applicable.

8. Notice that, if the respondent is a Jefferson Parish School Board employee, such employee may be placed on administrative leave during the pendency of the grievance process.
9. Notice that, if the respondent is a Jefferson Parish School Board student, such student may be subject to emergency removal if, after a safety and risk analysis it is determined that the student is an immediate threat to the physical health or safety of another student. Before any such removal the student must be provided notice and an opportunity to challenge the decision. Additionally, students with disabilities must be afforded all procedural safeguards as may be available.
10. Notice that retaliation, including but not necessarily limited to, intimidation, threats, coercion, or discrimination of any individual with a purpose of interfering with any right or privilege secured by Title IX is strictly prohibited and subject to disciplinary action.

INVESTIGATION OF A FORMAL COMPLAINT

When investigating a formal complaint and throughout the grievance process, the Title IX Coordinator and Investigator will:

1. Initiate the investigative process within three (3) working days of receipt of the formal complaint and ensure that the investigation process is completed within twenty (20) calendar days of initiation of the investigation. Temporary delays and limited extensions of time are permissible for good cause. Complainant and respondent must be notified in writing of any temporary delays and/or limited extensions of time with the reasons therefore.
2. Ensure that the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rests on the Title IX Coordinator and Investigator and not on the parties.
3. Provide equal opportunity for the parties to present witnesses, to submit written questions for the other party/witness to answer provided the Title IX Coordinator

determines the questions to be relevant, and other inculpatory and exculpatory evidence to the Title IX Coordinator and Investigator.

4. Not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence to the Title IX Coordinator.
5. Not allow as relevant evidence questions and evidence about the complainant's sexual predisposition or prior sexual behavior, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent. The Title IX Coordinator or Investigator must explain to the party proposing the questions any decision to exclude a question or evidence as not relevant.
6. Provide to a party written notice of the date, time, location, participants, and purpose of all investigative interviews or other meetings or proceedings, with sufficient time for the party to prepare. The party may be accompanied by an advisor.
7. Provide both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint. This includes the evidence upon which the Title IX Coordinator or Investigator does not intend to rely to reach a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source. The purpose is so each party can meaningfully respond to the evidence prior to the conclusion of the investigation.
8. Prior to completion of the investigative report, the Title IX Coordinator or Investigator must provide the evidence to each party and their advisor, if any. The parties then have ten (10) calendar days to submit a written response, which the Title IX Coordinator or Investigator will consider prior to completion of the investigative report.
9. After the 10-day response period and considering responses and any additional evidence submitted by the parties, create an investigative report based on an objective evaluation of all relevant evidence. The report shall fairly summarize the relevant evidence and shall, upon completion, be sent to each party, and the party's advisor, if any.

DETERMINATION REGARDING RESPONSIBILITY

After the Title IX Coordinator sends the investigative report to the parties and before the Decision-Maker reaches a determination regarding responsibility, the Decision-Maker(s) must afford each party seven (7) calendar days to submit written, relevant questions that a party wants asked of any party or witness, provide each party with the answers, and allow for additional, limited follow-up from each party.

The Decision-Maker(s), who cannot be the same person(s) as the Title IX Coordinator or the Investigator(s), must issue a written determination regarding responsibility within ten (10) calendar days of the completion of the question and answer period to both parties, simultaneously.

To reach this determination, the Decision-Maker must apply the standard of evidence described in the Definitions section of this procedure. The written determination must include ---

1. Identification of the allegations potentially constituting sexual harassment;
2. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications of the parties, interviews with parties and witnesses, site visits, methods used to gather evidence, and interviews or other proceedings held;
3. Findings of fact supporting the determination;
4. Conclusions regarding the application of the School Board policies and/or the *Student Code of Conduct* to the facts;
5. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions imposed on a respondent, and whether the remedies are designed to restore or preserve equal access to the School Board's education program or activity will be provided by the Decision-Maker to the complainant; and
6. The School Board procedures and permissible bases for the complainant or respondent to appeal;

7. The Decision-Maker must provide the written determination to the parties simultaneously.
8. The determination regarding responsibility becomes final either on the date that the Decision-Maker provides the parties with the written determination of the result of an appeal, if an appeal is filed, or, if an appeal is not filed, on the date on which as appeal would no longer be considered timely.
9. The Title IX Coordinator is responsible for effective implementation of any remedies.

APPEALS

1. Both parties or either party may appeal within seven (7) calendar days from a determination regarding responsibility, or from the Title IX Coordinator or the Decision-Maker's dismissal of a formal complaint or any allegations therein, on the following grounds:
 - a. Procedural irregularity that affected the outcome of the matter;
 - b. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; or
 - c. The Title IX Coordinator, Investigator(s), or Decision-Maker(s) had a conflict of interest or bias for or against either party generally, or the individual complainant or respondent that affected that affected the outcome of the matter.
2. For all appeals, the Superintendent or designee must:
 - a. Notify the other party in writing when an appeal is filed and implement appeal procedures equally for both sides;
 - b. Ensure that any Superintendent's designee for appeal is not the same person as the Decision-Maker(s) who reached the determination regarding responsibility or dismissal; the Investigator(s), or the Title IX Coordinator;

- c. Allow both parties ten (10) calendar days and an equal opportunity to submit a written statement in support of, or opposition to, the outcome;
- d. Issue a written decision describing the result of the appeal and the rationale for the result; and
- e. Provide the written decision simultaneously to both parties.

RETALIATION PROHIBITED

1. Retaliation of any nature against any student or employee who makes a report or complaint or who participates in any investigation under this policy is a serious violation of the School Board's sex discrimination policy. Such retaliation is considered an act of sexual harassment itself; therefore, reports and complaints of such retaliation are handled in the same manner as those of sexual harassment. No person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or this policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or meeting under this procedure. Intimidation, threats, coercion, or discrimination constitute retaliation. These prohibited actions include charges against an individual for policy violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or 34 CFR Part 106 (the Title IX regulations).

The Title IX Coordinator must keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including sexual harassment, any complainant, any alleged respondent, and any witness (except as may be permitted by the FERPA statute (20 USC 1232(b)), FERPA regulations (34 CFR Part 99), or as required by law, or to carry out the purpose of 34 CFR Part 106, including the conduct of any investigation, or judicial proceeding arising thereunder). Complaints alleging retaliation may be filed according to these procedures.

2. Specific circumstances.
 - a. The exercise of rights protected under the First Amendment does not constitute retaliation prohibited under this section.

- b. Charging an individual with a policy violation for making a materially false statement in bad faith in the course of a proceeding under these procedures does not constitute retaliation prohibited under this section, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

DISMISSAL OF A FORMAL COMPLAINT

1. The Title IX Coordinator must review the allegations made in a formal complaint. If the conduct alleged in the formal complaint would not constitute “sexual harassment”, as defined herein, even if proved, or did not occur in a School Board education program or activity, then the Title IX Coordinator must dismiss the formal complaint. Such a dismissal does not preclude action under any other School Board policy or the *Student Code of Conduct*.
2. The Title IX Coordinator may dismiss the formal complaint or any allegations therein, if, at any time during the investigation, a complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein; the respondent is no longer enrolled or employed by the School Board; or specific circumstances prevent the Title IX Coordinator from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.
3. Upon a dismissal required or permitted pursuant to this section, the Title IX Coordinator must promptly send written notice of the dismissal and reason(s) therefore simultaneously to both parties.

INFORMAL RESOLUTION

At any time after the filing of a formal complaint -- but before the issuance of a determination of responsibility -- the Title IX Coordinator may offer to facilitate an informal resolution process, such as mediation or restorative justice, that does not require a full investigation and adjudication, provided that the Title IX Coordinator:

1. Provides the parties a written notice disclosing: the allegations, an explanation of the informal process, including the consequences of engaging in informal resolution and notice that, at any time prior to agreeing to a final resolution, a

party may withdraw from the informal resolution process and resume the formal grievance process;

2. Obtains the parties' voluntary, written consent to the informal resolution process; and
3. Does not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student.

DISCIPLINE

An employee or student may be subject to discipline if there is a determination of responsibility for sexual harassment or retaliation under this policy. The Title IX Coordinator will refer the matter to the appropriate administrator to initiate disciplinary proceedings. A student or employee subject to disciplinary action shall be afforded due process in accordance with State law and School Board policy.

TRAINING

The Title IX Coordinator, Investigator(s), Decision-Maker(s), and any person who facilitates an informal resolution process, must receive training on the definition of sexual harassment as stated in this procedure, the scope of the School Board's education program or activity, how to conduct an investigation and grievance process including interviews, appeals and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias. Investigators must receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence. Any materials used to train Title IX Coordinators, Investigators, Decision-Makers and any person who facilitates an informal resolution process, must not rely on sex stereotypes, and must promote impartial investigations and adjudications of formal complaints of sexual harassment.

RECORDKEEPING

The Title IX Coordinator must maintain for a period of seven (7) years records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment. In each instance, the Title IX Coordinator must document the basis for the conclusion that any response was not deliberately indifferent, and must document the measures taken and designed to restore and preserve equal access to the School Board's education program or activity. If a

complainant was not provided supportive measures, then the Title IX Coordinator must document the reasons why such a response was not clearly unreasonable in light of the known circumstances. The documentation of certain bases or measures does not limit the Title IX Coordinator in the future from providing additional explanations or detailing additional measures taken. In addition, the following must be maintained:

1. Each sexual harassment investigation including any determination regarding responsibility and any audio or audiovisual recording or transcript, any disciplinary sanctions imposed on the respondent, and any remedies providing to the complainant designed to restore or preserve equal access to the School Board's education program or activity.
2. Any appeal and the result therefrom;
3. Any informal resolution and the result therefore; and
4. All materials used to train the Title IX Coordinator(s), Investigator(s), Decision-Maker(s), and any person who facilitates an informal resolution process. All training materials must be publicly available on the School Board website.

SUSPECTED CHILD ABUSE

If the victim of the alleged sexual harassment is a minor student and if the alleged harassment falls within the definition of *abuse* under School Board policy *JGCE - Child Abuse*, then all school employees will be considered mandatory reporters and the allegations must be reported to child protection or law enforcement as provided by state law and the Board policy on child abuse. Such reporting must be made in addition to these procedures for handling sexual harassment or any other complaints.

Any School Board employee who has reason to believe that a sexual offense has occurred under Louisiana law or that constitutes prohibited sexual conduct between an educator and a student must immediately report such information to the Title IX Coordinator who will file a report with the appropriate local or state law enforcement agency. Failure to make such a report may result in disciplinary action against the employee, up to and including possible termination.

POLICE AND MEDICAL RESOURCES

A student who experiences any form of sexual assault is strongly encouraged to seek immediate medical care. Students may undergo a medical exam to properly collect and preserve physical evidence of any sexual assault with or without police involvement. For a medical emergency and/or to make a report to law enforcement call 911.

June, 2021

Ref: 42 USC 2000e (*Civil Rights-Definitions*); 29 CFR 1604.11 (*Guidelines on Discrimination Because of Sex-Sexual Harassment*); La. Rev. Stat. Ann. §§14:41, 14:42, 14:42.1, 17:81.

FILE: JAAA
Cf: GAEAA, JCDAF
Cf: JCEA, JGCE