



HARASSMENT

The District seeks to provide a professional work and academic environment comprised of people who respect one another and who believe in the District's values. Harassment and bullying is a form of misconduct that undermines the integrity of the District's employment and academic relationships. All employees and students must be allowed to work and learn in an environment that is free from intimidation and harassment.

Harassment or similar unacceptable activities which create a hostile, intimidating or offensive work and learning environment are specifically prohibited by the District. Bullying and harassment can arise from a broad range of physical and verbal behaviors, which can include, but is not limited to

- physical or mental abuse;
- racial, ethnic or religious insults or slurs;
- unwelcome sexual advance, touching or demands for sexual favors, accompanied by implied or over promises or preferential treatment or threats concerning an individual's employment or academic status;
- sexual comments, jokes or display of sexually offensive materials;
- sex-oriented name calling;
- deliberate, repeated making of verbal or written comments that insult, degrade or stereotype an employee or employee group; and/or
- engaging in or threatening to engage in action that has no legitimate business purpose and which would reasonably cause an employee to fear for physical safety or emotional welfare.
- the use of language, behavior, image and symbols that express prejudice against a particular group or groups on the basis of any protected characteristic(s).

These activities are offensive and inappropriate. It is the responsibility of administration and all employees to ensure that these prohibited activities do not occur.

Any employee who engages in harassment or similar unacceptable behavior or retaliates against another individual because the individual made a report of such behavior or participated in an investigation of a claim of harassment is subject to discipline including oral and/or written reprimand, suspension and possible dismissal from employment and judicial charges as outlined in state statute.

Any employee who believes that they have been the subject of prohibited harassment or similar unacceptable behavior or retaliation should report the matter. Employees will follow the steps and procedures outlined in Board Policy 3362 Employee Anti-Harassment to address all such incidents.

All such reports will be investigated promptly and will be kept confidential within the boundaries of the investigation and the law.

Reference: *Board Policy 3122 Nondiscrimination and Equal Employment Opportunity*
3123 Section 504/ADA Prohibition Against Disability Discrimination in Employment
3362 Employee Anti-Harassment
3362.01 Threatening Behavior Toward Staff Members
2264 Title Title IX-Nondiscrimination on the Basis of Sex in Education Programs or Activities

Wisconsin statutes: §111.31
§118.13
§118.195
§118.20

Federal statutes: Title VII of the Civil Rights Act of 1964
Americans with Disabilities Act
Individuals with Disabilities Act
Age Discrimination in Employment Act
Genetic Information Non-discrimination Act
Rehabilitation Act
Title IX