Established 1915
BROWARD
County Public Schools

WHAT IS HARASSMENT?

Harassment on the basis of sex is a violation of state and federal law and school board policy 4001.1. The School Board is committed to providing all employees/ volunteers with a workplace free of harassment. Sexual harassment is a form of sex discrimination or misconduct that undermines the integrity of the employment/ volunteer relationship. No one should be subjected to unsolicited and unwelcome sexual overtures or conduct - verbal, written or physical.

The School Board of Broward County is committed to provide a workplace free of harassment

Sexual harassment generally occurs in situations where one person has power over the other, but it can also occur between peers. Both men and women can be harassed. Harassment can be as brutal as rape or as subtle as a look. Regardless of the specific action, harassment is reprehensible and will not be tolerated.

The most extreme form of sexual harassment occurs when an employee/volunteer loses a job, benefits, or other privileges of employment/voluntary service because the employee/volunteer has rejected sexual demands.

Determination of sexual harassment does not depend on whether the victim was threatened with the loss of a job or other benefit. Conduct which interferes with work performance or creates an intimidating, hostile or offensive work environment is also prohibited.

School Board administrators and supervisors who know or suspect that this policy is being violated must take corrective action.

EXAMPLES OF SEXUAL HARASSMENT:

Examples of sexual harassment include but are not limited to:

- Suggestive or obscene written material such as letters, notes or invitations
- Texting sexually suggestive notes, invitations, jokes, cartoons remarks etc.
- Displaying sexually suggestive objects such as posters or cartoons
- Making sexually oriented slurs, jokes or remarks
- Graphic or verbal comments about an individual's body, sexual prowess or sexual deficiency
- Leering or whistling with sexual overtones or making gestures of a sexual nature
- Continued expression of sexual interest after being informed that the interest is unwelcome
- Physical contact of a sexual nature such as pinching, grabbing, patting or brushing unnecessarily another person's body, impeding or blocking movement, sexual molestation or assault
- Offering favors such as employment benefits or promotions, favorable duties or shifts, recommendations or reclassifications, etc., in exchange for sexual favors
- Coercive sexual behavior used to control influence or affect a person's career, salary and/or work environment
- Demands for sexual favors in exchange for favorable treatment such as appointment, promotion, change of assignment or a positive performance rating

HOW TO STOP IT?

Here are some steps to take to stop any harassment:

- If a person's behavior makes you uncomfortable, let them know immediately. Tell the harasser that the behavior is unwelcome and offensive, and that you want it stopped.

- Keep records of specific dates, times and places, witnesses and the nature of the harassment.

- Tell someone about the harassment. Keeping quiet only allows this unwanted behavior to continue. You are probably not this harasser's only victim.

- Report the harassment. Talk to a Supervisor or one of the sources on the back of this brochure.

- Don't delay. Get help quickly because the harassment will not go away and the seriousness may increase.

Don't blame yourself for being sexually harassed. People are responsible for their own actions. Sexual harassment is an action the harasser decides to take. Victims of harassment do not bring it on themselves.

WHERE TO GO FOR HELP?

Employees or volunteers who have experienced sexual harassment or have witnessed others being subjected to sexual harassment must contact their administrator or one of the following resource persons for assistance:

Wladimir G. Alvarez
Assistant Director, Equal Educational Opportunities/ADA Compliance/Title IX Coordinator
754-321-2150

Florida Commission on Human Relations
850-488-7082

United States Equal Employment Opportunity Commission

800-669-4000

Broward County Schools Police
754-321-0725

Equal Educational Opportunities/ADA Compliance
600 SE 3 Avenue, 14 Floor Fort Lauderdale, Florida 33301
754-321-2150 Fax: 754- 321-2714

If you believe you are being sexually harassed, you have a right to file a sexual harassment claim and expect it to be fully investigated in a timely manner. The right of confidentiality, of both the complainant and the accused, will be fully protected in accordance with federal and state laws.

The School Board of Broward County, Florida, prohibits any policy or procedure which results in discrimination on the basis of age, color, disability, gender identity, gender expression, genetic information, marital status, national origin, race, religion, sex or sexual orientation. The School Board also provides equal access to the Boy Scouts and other designated youth groups. Individuals who wish to file a discrimination and/or harassment complaint may call the Director, Equal Educational Opportunities/ADA Compliance Department & District's Equity Coordinator/Title IX Coordinator at 754-321-2150.

Individuals with disabilities requesting accommodations under the Americans with Disabilities Act Amendments Act of 2008, (ADAAA) may call Equal Educational Opportunities/ADA Compliance Department at 754-321-2150.

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