

# ADMINISTRATIVE POLICIES OF THE MILWAUKEE PUBLIC SCHOOLS

## ADMINISTRATIVE POLICY 6.03

### **ANTI-HARASSMENT / ANTI-BULLYING: STAFF**

The District does not tolerate workplace harassment/workplace bullying in any form and will take necessary and appropriate action to eliminate it, up to and including discipline of offenders. Any violation shall be dealt with promptly.

#### **(1) HARASSMENT/BULLYING (SEXUAL)**

(a) It is the policy of the Milwaukee Public Schools to maintain and to ensure a learning and working environment free of any form of sexual harassment, unwelcome physical contact of a sexual nature, and other verbal or physical conduct of a sexual nature. Unwelcome verbal or physical conduct of a sexual nature includes, but is not limited to, the repeated making of unsolicited, inappropriate gestures or comments and the display of sexually graphic materials not necessary to the work of Milwaukee Public Schools. All supervisors who receive reports of sexual harassment and/or sexual assault complaints shall immediately report such complaints to their immediate supervisors and the Office of Human Capital.

(b) Sexual harassment exists when:

1. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
2. submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
3. such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. Harassment on the basis of sex is a violation of federal regulations under Title VII, Section 703 for employees, and sections 111.31-111.36 of Wisconsin's Fair Employment Law.

(c) The Milwaukee Public Schools views sexual harassment and any associated retaliation to be among the most serious breaches of workplace conduct and does not tolerate sexual harassment in any form. The District will take all necessary and appropriate action to discipline offenders, up to and including termination.

#### **(2) HARASSMENT/BULLYING (NON-SEXUAL)**

(a) The District is committed to maintaining and ensuring a workplace that is free from all other types of workplace harassment. Harassment based on race or any other statutorily protected class or protected activity (e.g., religion, age, sex, sexual orientation, or complaint reporting) is unlawful. Harassment or bullying based on gender identity, expression, or nonconformity is specifically prohibited. Harassment or bullying for any reason is inappropriate and may be grounds for disciplinary action.

(b) The District is committed to taking appropriate action to sustain a work environment free from any and all types of bullying. Bullying is deliberate or intentional behavior using words or actions intended to cause fear, humiliation, intimidation, harm, or social exclusion. Bullying often involves repeated behavior and an imbalance of power.

(c) Bullying behavior is prohibited in all schools, school district buildings, educational environments, and on District property, including any property or vehicle owned, leased or used by the District. Bullying is also prohibited when perpetrated through electronic means of communication (e.g., by telephone or computer), as is bullying in a non-workplace setting through off-duty speech or behavior (e.g., personal phone calls) that results in substantial disruption of the workplace.

(d) All employees should report complaints of bullying to their immediate supervisors and/or to the Office of Human Capital.

**History:** Adopted 9-28-82; revised 10-30-85, 3-29-95, 4-25-06, 9-18-14, 8-27-15  
**Previous Coding:** Admin. Policy GBAA, prior to May 1995; Admin. Policy 7.03, May 1995-August 1996  
**Legal Ref.:** Federal regulations -Title IX, Sec. 106.31(b), students; Title VII, employees W.S. 111.31-111.37, 118.20, 118.46  
**Cross Ref.:** Admin. Policy 8.02 Student Sexual Harassment  
8.52 Bullying  
Admin. Proc. 6.03 Anti-Harassment/Anti-Bullying: Staff  
8.02 Student Sexual Harassment

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