SEXUAL HARASSMENT

This district is committed to a positive and productive education and working environment free from discrimination, including sexual harassment. The district prohibits sexual harassment of students, employees and others involved in school district activities.

Sexual harassment occurs when:

1. Submitting to the harasser's sexual demands is a stated or implied condition of obtaining an education or work opportunity or other benefit;

2. Submission to or rejection of sexual demands is a factor in an academic, work or other school-related decision affecting an individual; or

3. Unwelcome sexual conduct or communication interferes with an individual's performance or creates an intimidating, hostile or offensive environment.

4. Sexual grooming, which refers to actions deliberately undertaken with the aim of befriending and establishing an emotional connection with a student, in order to lower the student's inhibitions in preparation for child sexual abuse.

5. Inappropriate boundary invasion including an act or omission by a school employee or volunteer that violates professional staff/student boundaries and has the potential to abuse the staff/student relationship.

Sexual harassment can occur adult to student, student to adult, student to student, adult to adult, male to female, female to male, male to male, and female to female.

The district will take prompt, equitable and remedial action within its authority on reports, complaints and grievances alleging sexual harassment that come to the attention of the district, either formally or informally. Allegations of criminal misconduct will be reported to law enforcement. Suspected child abuse will be reported to law enforcement or Child Protective Services. Persons found to have been subjected to sexual harassment will have appropriate school district services made reasonably available to them and adverse consequences of the harassment will be reviewed and remedied, as appropriate.

Engaging in sexual harassment will result in appropriate discipline or other appropriate sanctions against offending students, staff and contractors. Anyone else who engages in sexual harassment on school property or at school activities will have their access to school property and activities restricted, as appropriate.

Retaliation against any person who makes or is a witness in a sexual harassment complaint is prohibited and will result in appropriate discipline or other appropriate sanctions. The district will take appropriate actions to protect involved persons from retaliation.

It is a violation of this policy to knowingly report false allegations of sexual harassment. Persons found to knowingly report or corroborate false allegations will be subject to appropriate discipline or other appropriate sanctions.

The superintendent will develop and implement formal and informal procedures for receiving, investigating and resolving complaints or reports of sexual harassment. The procedures will include reasonable and prompt time lines and delineate staff responsibilities under this policy. All staff are responsible for receiving informal complaints and reports of sexual harassment and informing appropriate district personnel of the complaint or report for investigation and resolution. All staff are also responsible for directing complainants to the formal complaint process.

Certificated and classified staff will receive training regarding their reporting obligations, under state law, of physical abuse or sexual misconduct by another school employee. This training will occur during their initial orientation and every three years after initial employment. (RCW 28A.400.317)

The superintendent will develop procedures to provide age-appropriate information and education to district staff, students, parents and volunteers regarding this policy and the recognition and prevention of sexual harassment. At a minimum sexual harassment recognition and prevention and the elements of this policy will be included in staff, student and regular volunteer orientation. This policy will be posted in each district building in a place available to staff, students, parents, volunteers and visitors. The policy will be reproduced in each student, staff, volunteer and parent handbook.

The superintendent will make an annual report to the board reviewing the use and efficacy of this policy and related procedures. Recommendations for changes to this policy, if applicable, will be included in the report. The superintendent is encouraged to involve staff, students, and volunteers and parents in the review process.

Legal References:	RCW	26.44.030	Reports-Duty and authority to make-Duty of receiving agency
		28A.400.317	Physical abuse or sexual misconduct By school employees-Duty to Report -Training
		28A.640.020	Regulations, guidelines to eliminate discrimination--Scope
	WAC 392-190-056 - 058		Sexual Harassment
Adoption Date:	June 27, 1995		
Revised Date:	January 8, 2008		
Revised Date:	February 22, 2011		
Reviewed:	November 7, 2013		