

## **SEXUAL HARASSMENT**

The Adams County/Ohio Valley Board of Education supports the principle of equal opportunity employment and equal educational opportunities. All persons associated with this school system, including, but not limited to the Board, the administration, the staff and the students, are expected to conduct themselves at all times so as to provide an atmosphere free from sexual harassment. Any person who engages in sexual harassment while acting as a member of the school community will be in violation of this policy.

Definition of Sexual Harassment: Unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature may constitute sexual harassment when:

1. submission of such conduct is made either explicitly or implicitly a term or condition of a person's employment or educational development;
2. submission to, or rejection of, such conduct by an individual is used as the basis for employment or education decisions affecting such individual or
3. such conduct has the purpose or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating, hostile or offensive environment.

Examples of sexual harassment-type conduct may include, but not limited to, unwanted sexual advances; demands for sexual favors in exchange for favorable treatment or continued employment; repeated sexual jokes, flirtations, advances or propositions; verbal abuse of a sexual nature; graphic verbal commentary relating to an individual's body, sexual prowess or sexual deficiencies; coerced sexual activities; any unwanted physical contact; sexually suggestive or obscene comments or gestures; or displays in the work place of sexually suggestive or obscene objects or pictures. Whether any such act or comment may constitute sexual harassment-type conduct is often dependent on the individual recipient.

The Compliance Officer: Annually the Board will direct the Superintendent to appoint a sexual harassment grievance officer who will be vested with the authority and responsibility of investigating all sexual harassment complaints in accordance with the procedure set out.

The Board has developed complaint procedures which are made available to every member of the school community. The Board has also identified disciplinary penalties which could be imposed on the offenders.

All individuals should be aware that the privacy of the charging party and privacy of the person accused of sexual harassment will be protected to the extent possible. Individuals may be disciplined for engaging in sexual harassment but there will be no retaliation against anyone involved in a sexual harassment matter.

Legal Refs: Civil Rights Act, Title VI; 42 USC 2000d et seq.  
Civil Rights Act, Title VII: 42 USC 2000e et seq.  
Education Amendments of 1972, Title IX, 42 USC 2000e et seq.  
Executive Order 11246, as amended by Executive Order 11375  
Equal Pay Act;  
29 USC 206  
Immigration Reform and Control Act;  
42 USC 1324a et seq.  
Ohio CONST. ART. I, Section 2

Revised and Adopted: 6/26/2006

Revised and Adopted: 6/22/00

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