

# SEXUAL DISCRIMINATION AND HARASSMENT

FILE: GBAA

## Purpose

To state the Board's position on sexual discrimination and harassment

## Definitions

1. Sexual harassment – Unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature if:
  - a. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education.
  - b. submission to or rejection of such conduct by an individual is used as the basis for academic or employment decisions affecting such individual, or
  - c. such conduct has the purpose or effect of unreasonably interfering with an individual's academic or work performance or creating an intimidating, hostile or offensive educational or working environment.
  
2. Sexual harassment may include, but is not limited to:
  - a. verbal harassment, such as derogatory comments, jokes, or slurs;
  - b. physical harassment, such as unnecessary or offensive touching, or impeding or blocking movement;
  - c. visual harassment, such as derogatory or offensive posters, cards, cartoons, graffiti, drawings, or gestures; and
  - d. suggestions or demands of sexual involvement accompanied by implied or explicit threats concerning one's grades or job.

## Policy Statement

The Board of Education of Allegany County recognizes that harassment on the basis of sex is a violation of both federal and state discrimination laws. The Board believes that sexual harassment is both morally wrong and offensive and will not tolerate such conduct on the part of any employee, supervisor, manager, student, or administrator. The Board is committed to providing a learning and work environment that is free from sexual harassment.

<b>Legal Reference</b>			
<b>Policy History</b>	<b>Adopted</b>	<b>Reviewed</b>	<b>Revised</b> Jan. 9, 2007, 1 <sup>st</sup> Reading Feb. 13, 2007, 2 <sup>nd</sup> Reading March 13, 2007, 2 <sup>nd</sup> Reading