

SECTION: CLASSIFIED EMPLOYEES

TITLE: SEXUAL HARASSMENT

ADOPTED: MARCH 18, 1996

REVISED:

Lebanon School District

	548. SEXUAL HARASSMENT	1
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1. Purpose	It is the policy of the Lebanon School	4
U.S. Civil	District that all employes should enjoy a working	5
Rights Act	environment free from all forms of discrimination,	6
of 1964,	including sexual harassment.	7
Title VII;		8
EEOC Regu-		9
lations		10
Published		11
at 29 CFR		12
Sec. 1604		13
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2. Authority	It shall be a violation of this policy for	15
	any employee to harass another employe through	16
	conduct or communications of a sexual nature as	17
	defined below.	18
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3. Definition	Sexual harassment shall consist of unwelcomed	20
EEOC	sexual advances, requests for sexual favors, and	21
Guidelines	other inappropriate verbal or physical conduct of	22
of Sexual	a sexual nature when made by any employe to	23
Harassment,	another employe when:	24
Fed. Reg.		25
Vol. 45,	1. Submission to such conduct is made either	26
#219; PHRC	explicitly or implicitly a term or condition	27
Guidelines;	of an individual's employment, or when	28
PA Bulletin		29
Vol. II, #5	2. Submission to or rejection of such conduct by	30
Policy Memo	an individual is used as the basis for	31
Office of	employment decisions affecting that	32
Civil	individual, or when	33
Rights USDE		34
August,	3. Such conduct has the purpose or effect of	35
1981	substantially interfering with an	36
	individual's professional performance or	37
	creating an intimidating, hostile, or	38
	offensive employment environment.	39
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Sexual harassment, as defined above, may include, but is not limited to the following: verbal harassment or abuse; pressure for sexual activity; repeated remarks to a person, with sexual or demeaning implications; unwelcomed touching; suggesting or demanding sexual involvement accompanied by implied or explicit threats concerning one's job, etc.

4. Procedures

Any person who alleges sexual harassment by any employe in the district may use the district's complaint form (copy attached) and/or may complain directly to his/her building principal, guidance counselor, or superintendent (or his/her designee) as may be appropriate to the complaint. Filing of a complaint or otherwise reporting sexual harassment will not reflect upon the individual's status nor will it affect future employment, participation, or work assignments.

The right to confidentiality, both of the complainant and of the accused, will be respected consistent with the district's legal obligations, and with the necessity to investigate allegations of misconduct and to take corrective action when this conduct has occurred.

Pol. 317,
417, 517

A substantiated charge against an employe in the district shall subject such employe to disciplinary action, including discharge.