



**POLICY 448 -- SEXUAL HARASSMENT**

**1. Purpose**

It is the policy of the West Jefferson Hills School District that all employees should enjoy a working environment free from all forms of discrimination including sexual harassment. No employee, either male or female, should be subjected to unsolicited and unwelcome sexual overtures or conduct, either verbal or physical (U.S. Civil Rights Act of 1964, Title VII EEOC Regulations published at 29 CFR Sec. 1604).

**2. Authority**

Sexual harassment lowers morale and is damaging to the work environment; it also is illegal. Therefore, the West Jefferson Hills School District will treat sexual harassment like any other form of employee misconduct, and it will not be tolerated.

**3. Definition**

It is illegal and against the policies of this district for any employee, male or female, to sexually harass another employee by:

1. making acceptance of unwelcome sexual advances or request for sexual favors or other verbal or physical conduct of a sexual nature a condition of an employee's continued employment;
2. making submission to or rejections of such conduct the basis for employment decisions affecting the employee; or
3. creating an intimidating, hostile, or offensive working environment by such conduct.

The district will enforce disciplinary action against any person who threatens or insinuates, either explicitly or implicitly, that an employee's refusal to submit to sexual advances will adversely affect the employee's employment, evaluation, wages, advancement, assigned duties, shifts, or any condition of employment or career development. This discipline can include termination.

The district recognizes that the question of whether a particular action or incident is a purely personal, social relationship without a discriminatory employment effect requires a factual determination based on all facts in each case.

The district will act positively to investigate alleged sexual harassment claims and to effectively remedy them when an allegation is determined to be valid.

Given the nature of the type of discrimination, the district also recognizes that false accusations of sexual harassment can have serious effects on innocent men and women. Therefore, false accusations will result in the same severe disciplinary action applicable to one found guilty of sexual harassment.

**4. Delegation of Responsibility**

The Superintendent shall develop procedures outlining the chain of command through which incidents of sexual harassment shall be reported.

