BP 4013/5133

## PERSONNEL: GENERAL

## **Sexual Harassment**

It is the district's policy to provide a working and learning environment free from all unlawful discrimination. Sexual harassment is a form of illegal sex discrimination. The district prohibits sexual harassment.

Any district student or employee who harasses another student or employee through sex-based conduct or communication violates this policy.

The district will promptly investigate all sexual harassment complaints and will take remedial action reasonably calculated to end the harassment. If a student engages in sexual harassment, remedial action may include discipline, up to and including expulsion. If an employee engages in sexual harassment, remedial action may include discipline, up to and including termination.

The Governing Board directs the Superintendent to establish administrative guidelines to implement the district's policy to provide a sexual harassment-free working and learning environment.

Legal References: Education Code Sections 212.5, 212.6, 48900.2

Title VII of the 1964 Civil Rights Act

Title IX of the 1972 Educational Amendments

Policy Adopted: August 9, 1984 Revised Policy Adopted: March 10, 1992 Revised Policy Adopted: May 20, 1997