



# Center Area School District

SECTION: CLASSIFIED EMPLOYEES

TITLE: SEXUAL HARASSMENT

ADOPTED: MARCH 16, 2006

REVISED:

	<p style="text-align: center;">548. SEXUAL HARASSMENT</p> <p>1. Purpose</p> <p>The Board believes that all employees and students are entitled to work and study in school-related environments that are free of harassment and discriminatory intimidation based on race, color, religion, sex, age, national origin, disability, or veteran status. Such harassment is in violation of federal and state laws, including Title VII of the Civil Rights Act of 1964 and the Age Discrimination Employment Act.</p> <p>The Board will not condone, permit, or tolerate harassment of employees in any manner whatsoever. Persons engaging in such harassment may be subject to discipline up to and including discharge.</p> <p>2. Definitions</p> <p>Harassment refers to unwelcome behavior that is offensive, fails to respect the rights of others, or interferes with work or study effectiveness. Forms of harassment include, but are not limited to:</p> <ol style="list-style-type: none"> <li>1. Verbal: Sexual innuendos, racial epithets, suggestive comments, derogatory slurs, off color jokes, propositions, threats, suggestive or insulting sounds.</li> <li>2. Visual/Non-verbal: Derogatory posters, cartoons or drawings, suggestive objects or pictures, graphic commentaries, leering, obscene gestures.</li> <li>3. Physical: Unwanted physical contact including touching, interference with an individual's normal movement assault.</li> </ol> <p>It is possible for harassment to occur to various levels: between peers or co-workers, between supervisors and subordinates, between employees and students, or imposed by non-employees on employees and/or students.</p> <p>In the event that anyone believes that s/he has been harassed or discriminated against, s/he should bring the matter to the attention of building administrator and or Superintendent. Upon listening to the facts and allegations, the building administrator and/or Superintendent will advise the person on how to attempt to resolve the matter directly and informally, or to present the complaint in writing with</p>
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<p>Sec. 703 of Title VII of Civil Rights Act of 1964; Sec. 5(a) PHRC Act; Title IX of the 1972 Educ. Amendments EEOC Guidelines on Sexual Harassment, Fed. Reg. Vol. 45, #219; PHRC Guidelines; PA Bulletin Vol. II, #5 Policy Memo Office of Civil Rights USDE August 1981</p>	<p>supporting detail. The building administrator and/or Superintendent will then proceed to investigate the matter and will attempt to resolve it in an expeditious manner.</p> <p>If for any reason, the complainant is not satisfied with the administration's response, s/he may file an appeal with the chairperson of the Board.</p>
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