

HUMAN RESOURCES**PROHIBITION OF RACIAL, SEXUAL, RELIGIOUS/ETHNIC HARASSMENT AND VIOLENCE**

It is the policy of the Ohio County Board of Education that the dignity of each human being shall be considered in all school system activities, and that it is our responsibility to provide and maintain a learning and working environment that is free from racial, sexual or religious/ethnic harassment, or violence. Any act of racial, sexual, or religious/ethnic harassment, or violence involving students or staff is a violation of this policy and shall not be tolerated by the Ohio County Board of Education.

This policy has legal basis in West Virginia Constitution Article XII; West Virginia Code §18-2-5, §18-2-5a and §18-2-7b; Title VII of the U.S. Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; EEOC Guidelines, 29 C.F.R. Section 1604.11, the West Virginia Board of Education Policy 2421, and other relevant policies of the Ohio County Board of Education. Based upon this authority and any other applicable or subsequently enacted federal or state law, this policy is hereby formulated.

POLICY REVISED: August 9, 2004

POLICY ADOPTED: October 11, 1993

OHIO COUNTY BOARD OF EDUCATION