

**SCHOOL DISTRICT OF ATHENS  
EMPLOYEE HARASSMENT**

#512

Adopted: 12/8/99      Revised: 9/21/15

The School District of Athens in accordance with Title IX, Title VII, and Wisconsin Statutes is committed to the provision of a positive and productive environment free of discrimination. The District prohibits harassment, sexual harassment, bullying, or intimidation of its employees. The District has appointed designees to facilitate a complaint procedure to ensure proper protection of staff rights.

Furthermore, the District prohibits retaliation against any employee because he or she has made a report of alleged harassment or against any employee who has assisted, testified or participated in the investigation of a report. Retaliation includes but is not limited to any form of intimidation, reprisal, or adverse pressure.

Harassment is a form of misconduct. It refers to behavior which is not welcome, which is personally offensive, which debilitates morale and which interferes with the working or learning effectiveness of its victims and their peers. Individuals who experience harassment should make it clear that such behavior is offensive to them and may process a complaint pursuant to this policy. Harassment may include, but is not limited to, actions such as:

- \* Subtle pressure for sexual activity.
- \* Sexual contact as defined by state statutes.
- \* Demands for sexual favors accompanied by implied or overt promises of preferential treatment or threats concerning an individual's employment or academic status.
- \* Sex-oriented verbal "kidding" or abuse.
- \* Verbal, physical or written abuse based on discrimination factors outlines in state and federal law.

These activities are offensive and are inappropriate in the workplace.

Harassment is a prohibited action when it results in discrimination for or against an employee on the basis of conduct not related to their working or learning performance. Such practices would include any job or academic related action that is based upon an individual's acceptance of, resistance to, or refusal of sexual overtures. This form of harassment may be more difficult for employees to cope with when individuals offer or threaten to use the power of their position to control, influence, or affect the career, salary, or job of another employee in exchange for sexual or other inappropriate favors. Individuals who instigate this type of harassment are subject to disciplinary action, including suspension, demotion, or discharge.

It is possible for harassment to occur at various levels including among peers or co-workers, between supervisors and subordinates, between employees and students, between students and students, or imposed by non-employees on employees and/or students. In fulfilling our obligation to maintain a positive and productive working and learning environment, the School District of Athens will make every effort to halt any harassment of which it becomes aware by calling attention to this policy or by more direct disciplinary or legal action if necessary.

