

It shall be the policy of School District No. 25, Fremont County, Wyoming that all employees and students have a right to be in an environment free of physical, verbal or sexual harassment or discrimination occurring or to which they are subjected at school or a school supervised site, or a school supervised activity, or occurs outside the school day and off campus.

Specifically, this policy prohibits the following:

- Any conduct that has the purpose of creating a hostile environment.
- Unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature made to any employee or student.
- Discrimination, which can include disparate treatment directed toward an individual or group of individuals based on race, ethnicity, sex, pregnancy, color, religion, national origin, physical or mental disability, age (40 and over), marital status, sexual orientation, gender identity, genetic information, status as a U.S Veteran (disabled, Vietnam, or other), or other protected class, that adversely affects their employment or education. For religion or disability, the law allows employees and students to request reasonable accommodations to continue their work or studies.

Sexual harassment is a form of sexual discrimination which is a violation of Section 703 of Title VII of the Civil Rights Act of 1964, as amended. Fremont County School District #25 strongly disapproves of any form of sexual harassment. Violations of this policy or procedures will be cause for disciplinary action.

Sexual harassment, in its legal definition, includes unwelcome sexual advances, requests to engage in sexual conduct, and other physical and expressive behavior of a sexual nature where (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education; (2) submission to or rejection of such conduct by an individual is used, or threatened or suggested to be used, as the basis for academic or employment decisions affecting the individual; or (3) such conduct substantially interferes with an individual's academic or professional performance or creating an intimidating, hostile, or demeaning employment or academic environment. Determination as to whether the alleged conduct constitutes sexual harassment should take into consideration the totality of the circumstances, including the context in which the alleged incidents occurred.

Under this policy, sexual harassment can be verbal, visual, or physical. It can be overt, as in the suggestion that a person could get a higher grade or a raise in salary by submitting to sexual advances. The suggestion or the advance need not be direct or explicit--it can be implied from the conduct, circumstances, and relationships of the persons involved. Sexual harassment can also consist of persistent, unwelcome attempts to change a professional or academic relationship to a personal one. It can range from unwelcome sexual flirtations and inappropriate put-downs of individual persons or classes of people to serious physical abuses such as sexual assault. Examples could include, but are not limited to, unwelcome sexual advances; repeated and

unwelcome sexually-oriented bullying, teasing, joking, or flirting; verbal abuse of a sexual nature; commentary about an individual's body, sexual prowess, or sexual deficiencies; derogatory or demeaning comments about women or men in general, whether sexual or not; leering, touching, pinching, or brushing against another's body; or displaying objects or pictures, including electronic images, which are sexual in nature and which create a hostile or offensive work, education, or living environment.

All employees and students must avoid offensive or inappropriate behavior at school, during school sanctioned activities and during non-school hours. Anyone who believes he or she has been subjected to harassment or discrimination is urged to report such conduct to the Personnel Manager or to the building principal.

All complaints will be investigated and when confirmed, appropriate corrective action will be taken. Corrective action may include dismissal.