

LAKE FOREST BOARD OF EDUCATION	Last Reviewed: February 24, 2022 (<i>New</i>)
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SEXUAL DISCRIMINATION AND HARASSMENT

The Lake Forest Board of Education prohibits discrimination in employment or the compensation, terms, conditions, or privileges of employment because of race, ethnicity, national origin, religion, gender, gender identity, sexual orientation, age, military/veteran status, disability, marital status or any other legally protected class.

Harassment of any kind because of any legally protected characteristic (including sexual harassment), is a form of employment discrimination and is also prohibited. Ensuring that the workplace is free from all forms of protected class harassment (including by reporting behavior that a District employee believes, in good faith, to constitute protected class harassment) is a performance expectation of all employees.

No manager, supervisor, or other employee shall threaten or suggest, either explicitly or implicitly, that anything constituting protected class harassment (or a good faith report of such, participating in an investigation of such, or testifying in any proceeding or lawsuit about such) will adversely affect that person's employment, performance evaluation ratings, wages, compensation, advancement, assigned duties, or any other term or condition of employment.

All District employees are prohibited from offering, promising, or granting preferential treatment to any employee or applicant for employment as a result of the individual engaging in, or agreeing to engage in, sexual conduct. The following behavior is also prohibited:

1. Physical assaults of a sexual nature.
2. Other unwanted and unnecessary physical contact with another employee.
3. Unwelcome propositions, advances, or sexual flirtations.
4. Direct or subtle pressure or requests for sexual activities.
5. Verbal abuse of a sexual nature, including but not limited to inappropriate verbal comments about an individual's body or sexual activities.
6. Preferential or derogatory treatment based on sex.
7. Inappropriate use of sexually explicit or offensive language in discussions with or to describe an individual.
8. Sexually explicit or offensive jokes.
9. Display in the workplace of sexually suggestive objects or pictures.

Any District employee who feels that he/she has been a victim of protected class harassment in any form by any manager, supervisor, co-worker, customer, vendor, parent, student, visitor, or other person should immediately engage in preventative or corrective opportunities, which includes bringing the problem to the attention of his/her supervisor or the Director of Human Resources. If the complaint involves someone in the employee's direct line of supervision or if the employee is uncomfortable for any reason with discussing such matters with the individual's supervisor or is not satisfied after bringing the matter to the attention of one or more of these individuals, that employee should promptly report the matter, in writing, to the Director of Human Resources. Supervisors receiving such complaints are required to report the problem to the

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Director of Human Resources. However, this process shall not supersede any process outlined in any collective bargaining agreement; and nothing in this policy is intended to affect the right of any employee to make a charge of discrimination to a state or federal agency with jurisdiction over the claim.

The District will investigate all allegations of protected class harassment in as prompt and confidential a manner as possible and will take appropriate corrective action when warranted. Any employee who is found, as a result of such an investigation, to have engaged in protected class harassment in violation of this policy will be subject to appropriate disciplinary action up to and including termination of employment. Furthermore, retaliation in any form against a District employee or applicant who exercises his/her right to make a complaint under this policy is strictly prohibited, and will itself be cause for appropriate disciplinary action.

Questions about this policy should be directed to the Director of Human Resources.