

BARNEVELD SCHOOL DISTRICT EMPLOYEE HARASSMENT

The Barneveld School District is committed to fair and equal employment opportunity for every person regardless of race, religion, color, national origin, sex or sexual orientation, disability, or any other factor outlined in state and federal nondiscrimination laws. The District also seeks to provide a respectful work environment that is free from harassment. Harassment is a form of misconduct that undermines the integrity of the District's employment relationships and is strictly prohibited.

Harassment can arise from a broad range of physical, verbal or psychological behavior which can include, but not be limited to, the following:

- Physical or mental abuse
- Racial, ethnic and religious slurs or insults
- Unwelcome sexual advances or touching
- Sexual comments or sexual jokes
- Requests for sexual favors used as a condition of employment or affecting any personnel decision such as hiring, promotion or compensation
- Display of sexually explicit or otherwise offensive posters, calendars or materials
- Conduct which has the purpose or effect of interfering with an individual's work performance or creating an intimidating or hostile work environment
- Bullying

These activities are offensive and are inappropriate in the workplace.

It is the responsibility of the administration, supervisors and all employees to ensure that these prohibited activities do not occur. Accordingly, any employee who believes that he/she has been the subject of prohibited harassment shall report the matter to his/her immediate supervisor. If the complaint involves alleged improper behavior by the employee's immediate supervisor, the employee shall report the matter to the next higher administrative authority. If the complaint involves alleged improper behavior by the District Administrator, the employee shall report the matter to the Board President. All such reports shall be investigated in a timely manner.

Harassment is a serious issue not just for the District but also for each individual. Any employee who engages in harassment or intimidation shall be subject to immediate discipline, up to and including discharge.

This policy shall be included in all staff handbooks.

The Barneveld School District does not discriminate on the basis of sex, race, color, religion, creed, age, national origin, ancestry, pregnancy, marital status, sexual orientation, or disability.

Legal Ref.: Section 111.31 Wisconsin Statutes
Section 111.32(13)
Section 111.321
Section 111.322
Section 111.36
Section 118.20
Section 120.13(1)
Section 947.0125
Section 947.013

Federal Laws:

[Title VII of the Civil Rights Act of 1964](#)

[Regulations Implementing Title VII of the Civil Rights Act \(29 C.F.R. – Part 1604.11\)](#)

[Regulations Implementing Title IX of the Educational Amendments of 1972 \(34 C.F.R. – Part 106.51\)](#)

Cross Ref.: Policy 443.71 – Bullying (Including Cyber Bullying)

Approved: March 12, 2014