

Winlock School District Policies and Procedures

Series: 5000 - Personnel

Policy: 5011

Sexual Harassment of District Staff Prohibited

The superintendent will develop procedures to provide information and education to district staff, parents and volunteers regarding this policy and the recognition and prevention of sexual harassment. At a minimum, sexual harassment recognition and prevention and the elements of this policy will be included in staff and regular volunteer orientation. This policy and the procedure, which includes the complaint process, will be posted in each district building in a place available to staff, parents, volunteers and visitors. Information about the policy and procedure will be clearly stated and conspicuously posted throughout each school building, provided to each employee and reproduce in each staff, volunteer and parent handbook. Such notices will identify the District's Title IX coordinator and provide contact information, including the coordinator's email address.

Policy Review

The superintendent will make an annual report to the board reviewing the use and efficacy of this policy and related procedures. Recommendations for changes to this policy, if applicable, will be included in the report. The superintendent is encouraged to involve staff, volunteers and parents in the review process.

Legal References

RCW 28A.640.020 Regulations, guidelines to eliminate discrimination — Scope — Sexual harassment policies

WAC 392-190-058 Sexual harassment

20 U.S.C. §§ 1681-1688

Cross References

3205 - Sexual Harassment of Students Prohibited

3207 - Prohibition of Harassment, Intimidation, and Bullying

3210 - Nondiscrimination

3211 - Gender-Inclusive Schools

3421 - Child Abuse, Neglect, and Exploitation Prevention

5010 - Nondiscrimination and Affirmative Action

Management Resources

2015 - July Policy Alert

2014 - December Issue

2010 - October Issue

Adopted January 15, 2020