

Sexual Harassment

All employees and students of the Seneca East School District have the right to work and learn in an environment free of sexual harassment. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

1. Submission to such conduct is an explicit or implicit term or condition of an individual's employment or participation in a school-related activity
2. Submission to or rejection of such conduct by an individual is used as the basis of employment decision or grades affecting this individual
3. Such conduct has the purpose or effect of unreasonably interfering with the individual's work or school performance, or creating an intimidating, hostile, or offensive work or school environment.

Sexual harassment may include, but is not limited to...

1. Sexual flirtations, touching, advances or propositions
2. Verbal or physical abuse of a sexual nature
3. Graphic or suggestive comments about an individual's dress or body
4. The use of sexually degrading words to describe an individual
5. Sexually explicit or obscene jokes

Alleged incidents of sexual harassment may include board employees, students, third-party vendors and contractors, guests, and other members of the school district community in various scenarios. When an individual believes he/she has been subjected to sexual harassment, he/she should immediately report the incident to the building principal, who serves as the Title IX Coordinator and Investigator.

If an employee or student is found to have engaged in sexual harassment, prompt and corrective action will be taken. The form of this corrective action will be dependent upon the nature and extent of sexual harassment. Further, any corrective action will be determined by the building principal, superintendent, or the Board of Education as appropriate in view of Board of Education policy, the district's negotiated contracts with its employee groups, and applicable state and federal laws. Employees may face a written or oral reprimand, suspension with or without pay, or termination. Employees not dismissed for their actions may be required to participate in counseling.

No student or employee shall be subject to any adverse actions concerning employment, grades, participation in school activities, etc., as the result of his/her good faith participation in any investigation of alleged sexual harassment.

It is in violation of board policy 2266 for any Complainant, Respondent, or Witness to knowingly make a false statement or knowingly submit false information during any investigation of sexual harassment.