

MONONA GROVE SCHOOL DISTRICT

Board Policy 113

SEXUAL HARASSMENT

It is the policy of the Board to provide a learning and work environment free from incidents of sexual harassment or intimidation. No student, employee, school board member or volunteer shall be subjected to sexual harassment. The Board will not tolerate any form of sexual harassment.

Sexual harassment includes unwelcome and unsolicited sexual advances, requests for sexual favors and other verbal, visual or physical conduct of a sexual nature. Sexual harassment also includes, but is not limited to, unwelcome sexual flirtations, advances or propositions, verbal abuse of a sexual nature, subtle pressure or requests for sexual activities, unnecessary touching of an individual, graphic verbal comments about an individual's body, sexually degrading words used to describe an individual, a display in the workplace of sexually suggestive objects or pictures, sexually explicit or offensive jokes or physical assault.

No student, employee, school board member or volunteer shall threaten or insinuate, either explicitly or implicitly, that a student's, employee's, applicant's or volunteer's refusal to submit to sexual advances will adversely affect the person's academic standing, employment, work status, evaluation, wages, advancement, assigned duties, shifts or any other condition of employment or career or educational development.

Students who believe they are the victim of sexual harassment or parents/guardians who believe their child is the victim of sexual harassment should report their concerns to the building principal, social worker, guidance counselor or teacher. In the case of employees, school board members and volunteers, sexual harassment complaints shall be filed in the same manner as other discrimination complaints except when the complaint involves the principal/supervisor. In such cases, complaints shall be filed with that person's next immediate supervisor. The investigation of complaints shall be handled in as confidential a manner as possible. There shall be no retaliation against any student, parent/guardian, employee, school board member or volunteer who files a complaint under this policy.

Any student who violates this policy shall be subject to disciplinary action up to and including expulsion. Any employee, including a supervisory employee, who violates this policy shall be subject to disciplinary action up to and including discharge. Disciplinary action against an employee shall be in accordance with applicable administrative rules and collective bargaining agreements. Any school board member who violates this policy shall be subject to disciplinary action up to and including censuring by the Board and/or removal from committee chairs or other committee assignments. Any volunteer who violates this policy shall be removed from the volunteer position.

LEGAL REFERENCES: Sections 111.32(13) Wisconsin Statutes
111.36
118.13
120.13(1)
Title IX, Education Amendments of 1972

CROSS REFERENCES: Administrative Rule 411.1, Student Harassment Complaints
Board Policy 511, Equal Employment Opportunities
Employee Agreements

BOARD APPROVAL: August 18, 2004