

SCHOOL DISTRICT OF MAYVILLE

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SEXUAL HARASSMENT

The School District of Mayville does not tolerate sexual harassment in any form and will take all necessary and appropriate action to eliminate it, up to and including disciplining of offenders. It is the District's policy to maintain and insure a working and learning environment free from any form of sexual harassment or intimidation toward or between students, employees, Board of Education members, volunteers and applicants for employment.

No District employee, Board member, student, volunteer or applicant for employment, male or female, shall sexually harass another employee, Board member, student, volunteer or applicant for employment. All employees, students and regular volunteers shall be required to be familiar with, and comply with, the District's policy prohibiting sexual harassment.

It is the District's policy that a sexual relationship between staff and students is not permissible in any form or under any circumstances. Sexual harassment interferes with the educational processes and involves elements of coercion by reason of the relative status of a staff member to a student.

Sexual relationships between staff members, where one staff member has supervisory responsibilities over the other, are discouraged as a matter of District policy. Such relationships have an inherent possibility of being construed as sexual harassment because the consensual aspect of the relationship may be the result of implicit or explicit duress caused by the uncertainty regarding the consequences of non-compliance.

Employees who engage in sexual harassment are subject to disciplinary action, up to and including termination. Board members who engage in sexual harassment are subject to Board action. Students who engage in sexual harassment are subject to disciplinary action up to and including expulsion. Volunteers who engage in sexual harassment will be removed from volunteering. Any applicant for employment who engages in sexual harassment will be disqualified from employment.

Any employee, Board member, student, volunteer or applicant for employment who believes that he/she is a victim of sexual harassment should promptly report his/her concern to the District Administrator, the building principal or the school guidance counselor. If a student is not comfortable about making the complaint to the District Administrator, principal or guidance counselor, the complaint may be made to any other adult employee. Any District staff member who observes or is aware of sexual harassment of a staff member or student shall report such activity to the appropriate administrator immediately.

The District Administrator shall establish a written procedure for responding to sexual harassment complaints and reports. The procedure shall include a means for the individual to appeal decisions to the District Administrator and to the Board. All sexual

harassment complaints and reports shall be taken seriously and shall be promptly and thoroughly investigated. There shall be no retaliation against an individual who files a complaint or makes a report under this policy. Any person who engages in retaliatory conduct against a complainant will be subject to disciplinary action.

This policy and the complaint procedure shall be made available to all employees and students. The District Administrator shall cause to be posted in conspicuous locations in all District buildings information advising employees and students of this policy and the complaint procedure.

LEGAL REF.: Sections 111.32(13) Wisconsin Statutes
111.36
118.13
118.20

PI 9, Wisconsin Administrative Code
Title VII of the Civil Rights Act of 1964
Title IX of the Education Amendments of 1972
Equal Employment Opportunities Commission Guidelines
(29 C.F.R. - Part 1604.11)

CROSS REF.: 111.1, Nondiscrimination on the Basis of Handicap/Disability
(Access to Facilities)
411, Equal Educational Opportunities
443, Student Conduct
447.3, Student Suspension/Expulsion
511, Equal Opportunity Employment Current Employee Agreements

APPROVED: October 5, 1992
ADOPTED: November 2, 1992
REVIEWED:
REVISED: March 5, 2001

Members of the Board of Education:

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