

## SEXUAL AND OTHER FORMS OF HARASSMENT

The Board of Education recognizes that a professional staff member's right to freedom from employment discrimination includes the opportunity to work in an environment untainted by sexual or other forms of harassment. Speech and conduct, which is sexually offensive, are wholly inappropriate to the harmonious employment relationships necessary to the operation of the District and intolerable in a workplace to which the students of this District are exposed. Sexual and other forms of harassment will not be tolerated.

Sexual harassment includes all unwelcome sexual advances, requests for sexual favors, and verbal or physical contacts of a sexual nature whenever submission to such conduct is made a condition of employment or a basis for an employment decision. Other prohibited harassment includes conduct, which has the purpose or effect of unreasonably interfering with work performance or creating an intimidating, hostile, discriminatory or offensive working environment on the basis of gender, religion, race, color, national origin or ancestry, age, disability, marital status, and/or any other legally protected characteristic. Other forms of harassment include verbal and non-verbal expressions related to race, gender, age, religion, disability, pregnancy, or sexual orientation.

The harassment of a staff member or student of this District, or third party (visiting speaker, athletic team member, volunteer, parent, etc.) is strictly forbidden. Any support staff member or agent of the Board who is found to have harassed a support staff member, student, or third party will be subject to discipline.

The District Administrator shall make appropriate efforts to ensure that all support staff members and agents of this Board understand this policy and recognize and correct speech and behavior patterns that may be sexually offensive with or without the intent to offend. The policy shall be posted in appropriate places throughout the District.

111.36, Wis. Stats. 42 U.S.C. 2000d  
29 U.S.C. 621 et seq. 29 U.S.C. 794  
42 U.S.C. 12101 et seq. 20 U.S.C. 1681 et seq.  
Civil Rights Act, 42 U.S.C. 1983

Adopted: 6/18/01

Revised: 3/12/15

The Port Washington-Saukville School District does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities and provides equal access to designated youth groups. The following person has been designated to handle inquiries regarding the non-discrimination policies: Director of Special Services, Port Washington-Saukville School District, 100 W. Monroe Street, Port Washington, WI 53074 - Duane.Woelfel@pwssd.k12.wi.us