

Sexual Harassment

The Jackson County Board of Education is strongly committed to maintaining a school/work environment where sexual harassment of a student or employee is not permitted by any other individual.

The Board shall investigate all allegations of sexual harassment and take appropriate action against any employee who engages in sexual harassment. Sanctions against an employee for violation of this policy may include verbal or written warning, transfer, suspension, or termination of employment.

Definition Sexual harassment is defined as any unwelcome sexually oriented behavior, requests for sexual favors, display of sexually offensive photographs, pictures, drawings, comments, or physical contact of a sexual nature.

Sexual harassment exists when:

- The advances, requests, or conduct have the effect of interfering with performance of duties or creating an intimidating, hostile, or otherwise offensive work or educational environment.
- Submission to such advances, requests, or conduct is explicitly or implicitly a term or condition of employment or academic achievement.
- Submission to or rejection of such advances, requests, or conduct is used as a basis for employment decisions affecting the employee, or academic decisions affecting students.

Complaint Procedures

An employee, who believes he/she has been or is being subjected to any form of sexual harassment, shall immediately report the matter to the employee's immediate supervisor, the school principal, or the Superintendent. Any employee who becomes aware of or suspects that another employee or student is being sexually harassed shall immediately report the information to the supervisor, principal or Superintendent. An employee's request to make his/her report of sexual harassment to someone of the same sex as the employee shall be granted.

No employee alleging sexual harassment shall be required to present the matter to the person who is the subject of the complaint.

The principal/supervisor shall begin an immediate investigation concerning the complaint. The Superintendent or his/her designee, in cooperation with legal counsel, shall review the completed investigation and take immediate and appropriate action, if warranted. A written response to the employee's complaint shall be provided to the employee. The employee may appeal the decision within ten (10) days of the receipt of the decision by filing a written notice of appeal with the Superintendent. The Superintendent shall present the decision and notice of appeal to the Board at the next scheduled meeting. The Board shall make a final decision and notify the employee in writing.

No employee shall be subject to adverse employment action in retaliation for any good faith report of sexual harassment under this policy. If possible, all reports of sexual harassment shall be kept confidential.