

STAFF PROTECTION

MSAD No. 9 recognizes the right of each employee to work in an atmosphere which is free of intimidation, hostility, and offensiveness. In order to insure such an atmosphere, employees should not engage in harassment of subordinates and/or co-workers where the harassment is based upon race, color, sex, religion, age, national origin, or handicap. Acts of this nature are not only a violation of this policy but also constitute illegal discrimination under state and federal laws.

Examples of prohibited harassment:

- A. Unwelcome sexual advances, gestures, comments, or contact;**
- B. Threats;**
- C. Offensive jokes;**
- D. Ridicule, slurs, derogatory action or remarks; and,**
- E. Basing employment decisions on practices of submission to harassment.**

Employees should also be advised of the importance of informing the harasser that his/her behavior is unwelcome, offensive, in poor taste, or highly inappropriate. Employees who believe that they are victims of harassment should report such occurrences to the Affirmative Action Coordinator. The Affirmative Action Coordinator shall advise the person who has allegedly been harassed of the various options available to the person: Human Rights Commission complaint, Title IX civil action, or formal request for discipline by the Superintendent and/or School Board of Directors.

Cross Reference: AC - Nondiscrimination/Equal Opportunity

Adopted: 1981
Reviewed: December 1994
Reviewed: January 22, 2002
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