

Personnel

General Personnel - Sexual Harassment

The School District shall provide employees an employment environment free of unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct, or communications constituting sexual harassment as defined and otherwise prohibited by State and federal law.

District employees shall not make unwelcome sexual advances or request sexual favors or engage in any conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. Sexual harassment prohibited by this policy includes verbal or physical conduct. The terms intimidating, hostile, or offensive include, but are not limited to, conduct which has the effect of humiliation, embarrassment or discomfort. Sexual harassment will be evaluated in light of all the circumstances.

A violation of this policy will result in discipline or discharge. Any person making a knowingly false accusation regarding sexual harassment will likewise be subject to disciplinary action, up to and including discharge.

Aggrieved persons, who feel comfortable doing so, should directly inform the person engaging in sexually harassing conduct or communication that such conduct or communication is offensive and must stop.

Employees should report claims of sexual harassment to the Nondiscrimination Coordinator and/or use the Uniform Grievance Procedure, Board policy 2.260. Employees may choose to report to a person of the employee's same sex. Initiating a complaint of sexual harassment shall not adversely affect the complainant's employment, compensation, or work assignments.

There are no express time limits for initiating complaints and grievances under this policy; however, every effort should be made to file such complaints as soon as possible, while facts are known and potential witnesses are available.

Whom to Contact with a Report or Complaint

Nondiscrimination Coordinator:

Anthony Rosilez, Ph.D.
Director of Human Resources
Harlem Administration Center
8605 North Second St.
Machesney Park, IL 61115
815 654 4500

Complaint Managers:

Dani Hopkins
Human Resources Manager
Harlem Administration Center
8605 North Second St.
Machesney Park, IL 61115

Josh Aurand
Business Manager
Harlem Administration Center
8605 North Second St.
Machesney Park, IL 61115

The Superintendent shall also use reasonable measures to inform staff members and applicants that the District is an equal opportunity employer, such as by posting required notices and including this policy in the appropriate handbooks.

LEGAL REF.: Title VII of Civil Rights Act, 42 U.S.C. § 2000e et seq., 29 C.F.R. § 1604.11.
Title IX of the Education Amendments, 20 U.S.C. § 1681 et seq.
34 C.F.R. §1604.11

Meritor Savings Bank v. Vinson, 106 S.Ct. 2399 (1986).
Harris v. Forklift Systems, 114 S.Ct. 367 (1993).
Oncale v. Sundown Offshore Services, U.S. (1998).
Burlington Industries v. Ellerth, U.S. (1998).
Faragher v. City of Boca Raton, U.S. (1998).
Franklin v. Gwinnett Co. Public Schools, 112 S.Ct. 1028(1992).
Jackson v. Birmingham Board of Education, 125 S.Ct. 1497 (2005).

775 ILCS 5/2-101 (E) and
775 ILCS 5/2-102 (D) et seq.

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:10 (Equal Employment Opportunity and Minority Recruitment), 7:20 (Harassment of Students Prohibited)

APPROVED: May 27, 2008