



Book	Policy Manual
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#### 0145 - **BOARD MEMBER ANTI- SEXUAL AND OTHER FORMS OF HARASSMENT**

The Board is committed to an environment that is free of harassment. The Board will not tolerate any form of harassment and will take all necessary and appropriate action to eliminate it.

The Board will vigorously enforce its prohibition against harassment based on race, color, national origin, age, sex (including gender status, change of sex, sexual orientation, or gender identity), pregnancy, creed or religion, genetic information, handicap or disability, marital status, citizenship status, veteran status, military service (as defined in 111.32, Wis. Stats.), ancestry, arrest record, conviction record, use or non-use of lawful products off the District's premises during non-working hours, declining to attend an employer-sponsored meeting or to participate in any communication with the employer about religious matters or political matters, or any other characteristic protected by law in its employment practices (hereinafter referred to as "Protected Classes"), and encourages those within the School District community as well as **Third Parties**~~third parties~~, who feel aggrieved to seek assistance to rectify such problems. The Board prohibits harassment that affects tangible job benefits, interferes unreasonably with an individual's work performance, or creates an intimidating, hostile, or offensive working environment. ~~Harassment may occur employee-to-employee, employee-to-student, male-to-female, female-to-male, male-to-male, or female-to-female.~~

**The harassment of a District staff member, student (X) or another Board member by a member of the Board is strictly forbidden. Any member who is found to have harassed a member of the staff, a student (X) or another Board member, will be subject to discipline by the Board and may be reported to law enforcement authorities. (X) (See Policy 0144.5 - Board Member Behavior and Code of Conduct).**

The Board of Education believes that sexual or other forms of offensive speech and conduct are wholly inappropriate to the harmonious relationships necessary to the operation of the District and intolerable in an environment in which students and staff members of this District function.

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, or when such conduct has the purpose or effect of unreasonably interfering with work performance or creating an intimidating, hostile, or offensive working environment. (See also Policy 1422 - Nondiscrimination and Equal Employment Opportunity, Policy 2266 - Nondiscrimination on the Basis of Sex in Education Programs or Activities, Policy 3122 - Nondiscrimination and Equal Employment Opportunity, and Policy 4122 - Nondiscrimination and Equal Employment Opportunity)

Other forms of harassment include verbal or non-verbal expression related to race, gender, age, religion, disability, pregnancy, or sexual orientation.

Substantial interference with a person/employee's work performance or creation of an intimidating, hostile, or offensive work environment is established when the conduct based on sex or one of the other Protected Classes referenced above, is such that a reasonable person under the same circumstances as the person/employee would consider the conduct sufficiently severe or

pervasive so as to interfere substantially with the person's work performance or create an intimidating, hostile, or offensive work environment.

(See also Policy 3362.01/Policy 4362.01 - Threatening Behavior Toward Staff Members)

~~**The harassment of a District staff member or student by a member of the Board is strictly forbidden. Any member who is found to have harassed a member of the staff or a student, will be subject to discipline by the Board and may be reported to law enforcement authorities.**~~

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Legal                    111.32(13) Wis. Stats.  
                              111.36(1) Wis. Stats.  
                              118.13 Wis. Stats.  
                              120.13(1) Wis. Stats.  
                              P.I. 9, Wis. Adm. Code  
                              Title IX Education Amendments of 1972, Chapter 227

Last Modified by Coleen Frisch on February 14, 2022