

BOARD POLICY
Sexual Harassment of Employees

Descriptor Term: GAEB
Date: XXXXXX XX, 2023

It is the policy of Bibb County School District to prohibit any act of harassment of employees by other employees based upon race, color, national origin, sex, religion, age, disability, sexual orientation, gender identity or genetic information at all times and during all occasions while at school, in the workplace or at any school event or activity. Any such act will result in prompt and appropriate discipline, including the possible termination of employment.

Sexual harassment may include conduct or speech which entails unwelcome sexual advances, requests for sexual favors, taunts, threats, comments of a vulgar or demeaning nature, demands or physical contact which creates a hostile environment, or sexual assault. Sexual harassment may also include displaying offensive writings, pictures, drawings, posters, reading materials, calendars, photographs, or other physical objects, that are pornographic, sexually suggestive, or sexually demeaning or making degrading comments or gestures about an individual's body. There may be other speech or conduct which employees experience as inappropriate or illegal harassment which should also be reported. Harassment is forbidden by this policy.

Any employee or applicant for employment who believes he or she has been subjected to harassment or discrimination as prohibited by this policy should promptly report the same to their supervisor, school administrator, or to the Equal Opportunity Coordinator designated in policy GAAA, who will implement the Board's discriminatory complaints procedures as specified in that policy. Employees will not be subjected to retaliation for reporting such harassment or discrimination.

All supervisors and school administrators are expected to intervene to prevent or eliminate sexual harassment in the working and learning environments. Supervisors and school administrators are also expected to report possible sexual harassment to the District's Human Resources Department for further review.

It is the duty of all employees to promptly report harassment. All supervisors and school administrators will instruct their employees as to the content of this policy and through appropriate professional learning opportunities. All supervisors and school administrators will ensure that employees are informed through the Employee Handbook and other training materials that such harassment is strictly forbidden. All supervisors and school administrators will instruct their employees as to how to report harassment and the consequences for violating this policy.