

Board Policy GAEB: Sexual Harassment of Employees

Status: DRAFT

Original Adopted Date: 07/26/2001 | **Last Revised Date:** 03/12/2020 | **Last Reviewed Date:** 03/12/2020

It is the policy of this School District to prohibit any act of harassment based upon race, color, religion, sex, gender identity, sexual orientation, pregnancy, status as a parent, national origin, age, disability (physical or mental), family medical history or genetic information, political affiliation, or military service at all times and during all occasions while at school, in the workplace, or at any school event or activity. Any such act(s) shall result in prompt and appropriate discipline, including the possible termination of employment.

Sexual harassment may include conduct or speech that entails unwelcome sexual advances, requests for sexual favors, taunts, threats, comments of a vulgar or demeaning nature, demands, or physical contact that creates a hostile environment. There may be other speech or conduct that employees experience as inappropriate or illegal harassment that should also be reported; harassment can take many forms, and it is not possible to itemize every aspect of the harassment forbidden by this policy.

Any employee or applicant for employment who believes that he or she has been subjected to harassment prohibited by this policy should promptly report same to the principal of their school or to the appropriate human resources director or supervisor or designee set forth in Policy GAAA, who will implement the discriminatory complaints procedures set forth in that policy. Employees will not be subjected to retaliation for reporting any such harassment or discrimination.

It is the duty of all employees to promptly report witnessed harassment forbidden by this policy. All supervisors will inform their subordinates of the content of this policy and, through appropriate professional learning activities, the varied forms or expression of prohibited harassment. The principals of all schools shall ensure that employees are informed through handbooks, training materials, and verbally that such harassment is strictly forbidden, how it is to be reported, and of all consequences for violating this policy.

Bulloch County Schools does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX, including in employment. Bulloch County Schools has adopted grievance procedures that provide for the prompt and equitable resolution of complaints made by students, employees, or other individuals who are participating in or attempting to participate in its education program or activity, or by the Title IX Coordinator, alleging any action that would be prohibited by Title IX or the Title IX regulations.

Sex discrimination may include, but is not limited to, conduct or speech that entails unwelcome sexual advances, requests for sexual favors, taunts, threats, comments of a vulgar or demeaning nature, demands, or physical contact that creates a hostile environment.

Any employee or applicant for employment who believes that he or she has been subjected to sex discrimination prohibited by this policy should promptly report same to the principal of their school or to the appropriate human resources director or supervisor or designee set forth in Policy GAAA, who will implement the grievance procedures set forth in that policy. Employees will not be subjected to retaliation for reporting any such discrimination.

It is the duty of all employees to promptly report witnessed sex discrimination prohibited by this policy, Title IX, or the Title IX regulations. All supervisors shall inform their subordinates of the content of this policy and, through appropriate professional learning activities, the varied forms or expression of prohibited sex discrimination. The principals of all schools shall ensure that employees are informed through handbooks, training materials, and verbally that such discrimination is strictly forbidden, how it is to be reported, and of all consequences for violating this policy.
