

Original Adopted Date: 01/01/1900 | **Last Revised Date:** 12/07/2020 | **Last Reviewed Date:**
07/17/2024

Clean Version

Sexual Harassment of Employees

All employees of the DeKalb County School District are entitled to work in an environment free from harassment, including sexual harassment and all other forms of discrimination.

The District does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, including in employment, as required by Title IX of the Educational Amendments of 1972 and its implementing regulations. This policy also prohibits sexual harassment under Title VII of the Civil Rights Act, 42 U.S.C. § 2000e, et seq.

The District's nondiscrimination policy and grievance procedures can be located at Board Policy GAAA. Sexual harassment and discrimination are forms of misconduct that undermine the integrity of an employment relationship and are prohibited by this policy. This prohibition includes, but is not limited to, offensive verbal or physical conduct by supervisory or non-supervisory staff.

Reports, complaints or inquiries about conduct that may constitute sex discrimination under Title IX, may be referred to the District's Title IX Coordinator, The U.S. Department of Education's Office for Civil Rights, or both. The District's Title IX Coordinator can be reached at :

DeKalb County School District
Title IX Coordinator
1701 Mountain Industrial Blvd.
Stone Mountain, GA 30083
678 676-1200
titleixcoordinator@dekalbschoolsga.org
<https://www.dekalbschoolsga.org/hr/employee-relations/>.

The grievance procedure is outlined in regulation GAEB and <https://www.dekalbschoolsga.org/hr/employee-relations/>.

To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX, please refer to <https://www.dekalbschoolsga.org/hr/employee-relations/>.

If employees believe they have witnessed or have been subjected to any act of sexual harassment or sex discrimination, they should immediately report the behavior in accordance with the list below:

EMPLOYEE MANDATORY REPORTING

All administrative personnel must

Notify the Title IX Coordinator when the employee has information about conduct that reasonably may constitute sex discrimination under Title IX

All other employees must

Notify the Title IX Coordinator when the employee has information about conduct that reasonably may constitute sex discrimination under Title IX or this part; or

Provide the contact information of the Title IX Coordinator and information about how to make a complaint of sex discrimination to any person who provides the employee with information about conduct that reasonably may constitute sex discrimination under Title IX

The Superintendent, or designated staff are authorized to develop the regulations necessary to implement this policy.

Nothing in this policy is intended to create rights beyond those already created by federal and/or state law.