

EMPLOYEE HARASSMENT

POLICY STATEMENT

- A. The School District of New London seeks to provide fair and equal employment opportunities and to maintain a professional work and academic environment comprised of people who respect one another and who believe in the District's high ideals. Harassment is a form of misconduct that undermines the integrity of the District's employment and academic relationships. All employees and students must be allowed to work and learn in an environment that is free from intimidation and harassment.
- B. All new employees will be advised of the employee harassment policy and other harassment educational information as part of the initial employment. All employees will be advised of the policy and other related information at a minimum of every two years.
- C. Harassment or similar unacceptable activities that could become a condition of employment or a basis for personnel decisions, or which create a hostile, intimidating or offensive environment are specifically prohibited by the District. Intimidation and harassment can arise from a broad range of physical or verbal behaviors (by employees or by non-employees, such as outside contractors or members of the community) which can include, but is not limited to, the following:
 - 1. Physical or mental abuse;
 - 2. Racial, ethnic, or religious insults or slurs;
 - 3. Unwelcome sexual advances, touching or demands for sexual favors, accompanied by implied or overt promises or preferential treatment or threats concerning an individual's employment or academic status;
 - 4. Sexual comments, jokes, or display of sexually offensive materials;
 - 5. Sex-oriented name-calling or bullying;
 - 6. Inappropriate staring at another individual or touching of his/her clothing, hair, or body;
 - 7. Asking personal questions about another individual's sex life; and,
 - 8. Repeatedly asking out an employee who has stated that he/she is not interested.
- D. These activities are offensive and are inappropriate in a school atmosphere and in the workplace. This is a serious issue not just for the District but also for each individual in the District. It is the responsibility of the administration and all employees to ensure that these prohibited activities do not occur. An employee or supervisor may be held individually liable as a harasser and subject to the same penalties that may be imposed upon employers under state or federal law.
- E. Any employee who engages in harassment or similar unacceptable behavior, or retaliates against another individual because the individual made a report of such behavior or participated in an investigation of a claim of harassment or similar unacceptable behavior, is subject to immediate discipline, up to and including discharge.

POLICY PROCEDURE

- A. Any person who believes that he or she has been the subject of prohibited harassment or similar unacceptable behavior or retaliation should report the incident according to the complaint procedures outlined in Policy/Procedure 511, Equal Opportunity Employment/Complaint Procedures. All such reports will be investigated promptly and will be kept confidential within the bounds of the investigation and the law.

LEGAL REFERENCE: Sections 111.31-111.395 Wisconsin Statutes
Section 118.195 Wisconsin Statutes
Section 118.20 Wisconsin Statutes
Title VI and VII of the Civil Rights of 1964, as amended by the Equal
Employment Opportunity Act of 1972
Title IX Education Amendments of 1972
Section 504 Rehabilitation Act of 1975
Age Discrimination Act of 1975
Pregnancy Discrimination Act

CROSS-REFERENCE: 511 Equal Opportunity Employment/Complaint Procedures