

SCHOOL DISTRICT OF BAYFIELD

SEXUAL HARASSMENT

The School District of Bayfield shall maintain and insure a learning and working environment free of any form of sexual harassment or intimidation toward and between students and/or employees. Sexual harassment refers to acts of physical, verbal or psychological harassment which create an intimidating, hostile or offensive learning or working atmosphere.

Any student or employee who believes he/she has been subjected to sexual harassment should report the incident in accordance with the District's established discrimination complaint procedures. If the subject of the complaint is the person designated to handle discrimination complaints, the student or employee may file the complaint with the next higher authority listed in the complaint procedures. It is the intent of the District to create an atmosphere where complaints will be treated fairly and quickly. There shall be no retaliation against individuals who file complaints under this policy.

Individuals who have been found to have engaged in sexual harassment in violation of this policy shall be subject to appropriate disciplinary action.

LEGAL REF.: Sections 111.36 Wisconsin Statutes
118.13
118.20
Title IX, Education Amendments of 1972
Title VII, Civil Rights Act of 1964
PI 9, Wisconsin Administrative Code

CROSS REF.: 112.1-Rule, Title IX/Section 504 Complaint Procedures
411-Rule, Student Discrimination Complaint Procedures
411-Exhibit, Discrimination Complaint Form
BEA Contract

APPROVED: May 9, 1994
REVISED: November 9, 2009