

SCHOOL DISTRICT OF BAYFIELD
EMPLOYEE DISCRIMINATION AND HARASSMENT

The School District of Bayfield is committed to a positive and productive working and learning environment free of discrimination. Discrimination adversely affects morale and interferes with employee and pupil ability to work. Furthermore, the district prohibits harassment of any kind or intimidation of its employees whether committed by a co-worker, supervisor, subordinate, contractor, volunteer, or pupil, and finds such behavior just cause for disciplinary action.

Harassment consists of unwelcome conduct, whether verbal, physical, or visual, that is based on a person's protected status, such as race, color, creed, sex, age, disability, religion, national origin marital status sexual orientation, ancestry, military or veteran status, arrest or conviction record, or any other characteristic prohibited by state, federal or local law. The District will not tolerate harassing conduct that affects an employee's job benefits, that interferes unreasonably with an employee's work performance, or that creates an intimidating, hostile, or offensive working environment.

Individuals who experience sexual harassment should make it clear that such behavior is offensive to them and may process a complaint pursuant to this policy. Harassment, including sexual harassment, may include actions such as:

1. Unwelcome verbal harassment or abuse;
2. Unwelcome pressure for sexual activity;
3. Unwelcome, sexually motivated or inappropriate patting, pinching or physical contact, other than necessary restraint of pupil(s) by teachers, administrators or other school personnel to avoid physical harm to persons or property;
4. Unwelcome sexual behavior or words, including demands for sexual favors, accompanied by implied or overt threats concerning an individual's employment or educational status;
5. Unwelcome sexual behavior or words, including demands for sexual favors, accompanied by implied or overt promises of preferential treatment with regard to an individual's employment or educational status;
6. Unwelcome behavior or words directed at an individual because of gender;
7. Unwelcome behavior that has the purpose or effect of unreasonably interfering with an individual's work performance, or educational status, or creating an intimidating, hostile, or offensive work environment.

Sexual harassment may include, but is not limited to, explicit propositions, sexual innuendo, suggestive comments, sexually-orientated "kidding" or "teasing," "practical

