

SEXUAL HARRASMENT

The district recognizes its responsibility to provide a working environment free from all types of discrimination, including sexual harassment. Sexual harassment is defined as deliberate verbal, visual, or physical advances made within the work setting and unwelcomed by the person for whom they are intended. Such unwelcomed conduct is seen as harassment when submission to the conduct:

- A. Is made a term or condition of the staff member's employment or
- B. Results in a denial of a promotion or other career enhancing opportunities or
- C. Interferes with the staff member's work performance or otherwise creates an intimidating, hostile, or abusive working environment

Any employee who has been found, after appropriate investigation, to be in violation of the sexual harassment board policy and procedure (Board Policy 5011, Board Procedure 5011P) will be subject to disciplinary action, up to and including discharge.

Complaints of sexual harassment shall be addressed to the Superintendent, 633-2143, 110 Stevens Ave., Coulee Dam, WA 99116