

A MATTER OF RESPECT

Respect for Self

Respect for Others

Respect for Differences

Respect for Students, Staff, Patrons, Parents/Guardians and Administrators

The Administrators of the Grand Coulee Dam School District are firmly committed to having a positive educational work environment that encourages respect, dignity and equality for students, patrons, parents/guardians, applicants, volunteers, contractors and employees. The Administrators will **NOT** tolerate harassment, discrimination, bullying/intimidation or malicious harassment in the school district's education or working environment, regardless of whether the behavior is based on conduct that is adult to student, student to adult, student to student, adult to adult, male to female, female to male, male to male or female to female.

WHAT IS IT?

1. **Harassment** - To say or do something to hurt another person or group (physically or emotionally) because of that person or group's (1) protected class status

2. **Sexual Harassment** - Two distinct forms of sexual harassment have emerged in the law, Hostile Environment and Quid Pro Quo.

A. Hostile Environment - Unwelcome sexual advances, requests for sexual favors, or other verbal, visual or physical conduct of a sexual nature made by someone from or in the work or educational setting.

B. Quid Pro Quo sexual harassment simply means "you do something for me and I'll do something for you". Quid Pro Quo sexual harassment occurs when:

1. Submission to the conduct is made, either expressly or by implication, a term or condition of an individual's employment.

2. Submission to or rejection of the conduct is used to affect the employee's performance, advancement, assigned duties or any other condition of employment.

3. Submission to or rejection of the conduct by the individual is used as the basis for any employment, benefits or services, etc., available in the work environment.

3. **Discrimination** - To deny or limit a person or group access and opportunity to belong or be involved in, or participate in education, work, contracting or other activities based on (1) protected class status.

4. **Malicious Harassment** - Conduct based on another's (1) protected class status that causes physical injury, damage to, or destruction of property, or threatens a person or group, placing them in reasonable fear of harm. Words alone do not constitute malicious harassment unless the context surrounding the words reflects a threat.

5. **Bullying/Intimidation** - Any intentional electronic, written, verbal or physical act including (1) protected classes or (2) other distinguishing behaviors that physically harms a student or damages the student's property, or has the effect of substantially interfering with a student's education or the orderly operation of the school creating an intimidating or threatening educational environment. Note: This law is student to student. Adults are not included in this

law except to ensure students abide by its mandate. However, all employees are expected to treat other adults with respect and professionalism.

6. Reprisal, Retaliation, False Accusations - Reprisal, retaliation, or false accusations against anyone reporting, participating, or thought to have reported or participated in discrimination or harassment allegation(s) or investigation(s) is prohibited and will be treated as a serious violation of policy, regardless of whether any discrimination or harassment is substantiated. False accusations are prohibited and will be treated as a serious violation of this policy. Submission of a good faith complaint or report of harassment will not affect the complainant's or reporter's future employment, grades, educational, or working environment.

Note: (1) Protected Class means - race, religion, gender/ sex, color, age, national origin, disability, sexual orientation including gender identity, and veteran status. (2) Other Distinguishing Behaviors means - repeated name calling, exclusion from groups, threats, etc.

Legal References

Section 703, Title VII of the Civil Rights Act of 1964

29 CFR §1604.11

EEOC Guidelines on Discrimination Because of Sex (Title VII Regulations)

RCW 49.60

Washington Law against Discrimination

RCW 9A.36.080

Malicious Harassment

RCW 28A.640

Sexual Equality

WAC 392-190

Equal Educational Opportunity - Sex Discrimination Prohibited

20 U.S.C. §1681

Title IX of the Education Amendments of 1972

34 CFR Part 106

Nondiscrimination on the Basis of Sex in Education Programs and Activities Receiving or Benefiting from Federal Financial Assistance (Title IX Regulations)

Title VI of the Civil Rights-Act of 1964

34 CFR Part 100

Nondiscrimination under Programs Receiving Federal Assistance through the Department of Education (Title VI Regulations)

29 U.S.C. §§706, 794,

Section 504 of the Rehabilitation Act 794a

42 U.S.C. §12101 et. seq.

The Americans with Disabilities Act

The Grand Coulee Dam School District complies with all federal and state rules and regulations and does not discriminate on the basis of race, color, religion, national origin, economic status, gender, sexual orientation including gender identity, pregnancy, familial status, marital status, age, disability, Vietnam-era veteran or disabled veteran status. This holds true for all district employment opportunities. Inquiries regarding compliance and/or grievance procedures may be directed to the school district's Title IX/RCW 28A.640 Officer and ADA coordinator Tim Rasmussen (509) 633-1442 (Ext. 319) or Section 504 coordinator Cathy Huston (509) 633-2143. (Ext. 315)