

**SUBJECT:**                **SEXUAL HARASSMENT**

**Supersedes:**

**Effective:**                October 9, 2008

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**Approved by:**            Detroit Board of Education

## **1.0 Policy**

It is the policy of the Detroit Board of Education that all employees have a right to work in an environment free of discrimination, which encompasses freedom from sexual harassment. The Board *prohibits* sexual harassment of its employees in any form, and states that all employees at all levels of the school district *abstain from* offensive or inappropriate sexual and/or sexually harassing behavior at work *or in work related activities* and will be held responsible for insuring that the workplace is free from sexual harassment.

Specifically, the board prohibits the following:

Unwelcome sexual advances.

Requests for sexual favors, whether or not accompanied by promises or threats with regard to the employment relationship.

Other verbal or physical conduct of a sexual nature made to any employee that may threaten or insinuate either explicitly or implicitly that any employee's submission to or rejection of sexual advances will in any way influence any personnel decision regarding that person's employment, evaluation, wages, advancement, assigned duties, shifts or any other condition of employment or career development.

Any verbal or physical conduct that was the purpose or effect of substantially interfering with the employee's ability to do his or her job.

Any verbal or physical conduct that has the purpose or effect of creating an intimidating, hostile or offensive working environment.

*Participating in or concealing sexually harassing* conduct may result in disciplinary action up to and including dismissal.

Other sexually harassing conduct in the workplace, whether physical or verbal, committed by supervisors or non-supervisory personnel is also prohibited. This behavior includes but is not limited to, commentary about an individual's body, sexually degrading words to describe an individual, offensive comments, off-color language or jokes,

innuendos, and sexually suggestive objects, books, magazines, photographs, cartoons or pictures.

Employees who have complaints of sexual harassment by anyone at work, including any supervisors, co-employees, or visitors are urged to report such conduct to school district officials so that the district may investigate and resolve the problem. Employees may bring such matters to the direct attention of their supervisors, to the General Superintendent or to his/her designee. If the complaint involves the employee's supervisor or someone in the direct line of supervision, or if the employee for any reason is uncomfortable in dealing with his or her immediate supervisor, the employee may go to another supervisor, directly to the General Superintendent or to his/her designee *or directly to the Board of Education*.

There will be no retaliation against employees for reporting sexual harassment or assisting in the investigation of a complaint. However, if after investigating a complaint of harassment or unlawful discrimination, the school district learns that the complaint is not bona fide or that an employee has *knowingly* provided false information regarding the complaint, disciplinary action may be taken against the individual who provided the false information.

**Attachments to Policy 7.02:**           None

**See also:**                           None

**Legal References:**   MCLA § 380.1230a

**Labor Contract References:**       None