



RIVER VALLEY SCHOOL DISTRICT

660 West Daley Street

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Spring Green, Wisconsin 53588

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Phone: 608-588-2551

524.3

Harassment

The River Valley School District seeks to provide a learning environment free of any form of harassment or intimidation. Therefore, the District will not tolerate harassment in any form and will take all necessary and appropriate action to eliminate it, including, but not limited to, discipline, such as suspension, or contract termination of the offenders. Furthermore, if needed, the District may pursue court action to prevent an individual from being on school property or in the presence of those people being harassed.

This policy is intended to address employee complaints of harassment but will not be used to address employee complaints of sexual harassment under Title IX of the Education Amendments of 1972. Complaints of sexual harassment under Title IX will be addressed in Policy 511.2.

Harassment refers to physical or verbal conduct that interferes with a person's work or that creates an intimidating, hostile, or offensive work environment. It may consist of a single act or course of conduct. Examples of conduct prohibited under this policy include, but are not limited to, the following:

1. Physical or emotional abuse.
2. Verbal comments or other expressions which insult, degrade, or stereotype any person or group.

The River Valley School District does not discriminate on the basis of race, color, national origin, gender, religion, ancestry, sexual orientation, class, creed, marital or parental status, pregnancy, sex, disability, age, or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following people have been designated to handle inquiries regarding non-discrimination policies: Business Manager, 660 W. Daley, Street, Spring Green, WI 53588, 608-588-2551, and Pupil Services Director, 660 Varsity Blvd., Spring Green, WI 53588, 608-588-2554.

3. Knowingly filing a false harassment report against another person.

Sexual harassment refers to unwelcome sexual advances, requests for sexual favors and other verbal, written, or physical conduct of a sexual nature. Prohibited conduct may include:

- Unwelcome requests or demands for sexual favors. This includes subtle or blatant expectations to engage in sexual relations and pressures for dates;
- Verbal abuse or unwelcome kidding of a sexual nature, such as telling "dirty jokes" and comments about body parts, appearance, or clothing, where such comments go beyond mere courtesy.
- Unwelcome or unwanted sexual advances, such as patting, pinching, brushing up against, hugging, cornering, kissing, fondling, or any other similar contact.
- Creating a work environment that is intimidating, hostile, abusive, or offensive because of the

display or circulation of offensive written materials, unwelcome conversations, suggestions, requests, demands, or physical contacts which are sexually oriented.

These constitute sexual harassment when:

- a) Submission to such conduct is made either explicitly or implicitly, a term or condition of an individual's employment.
- b) Submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individual; or
- c) Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

POTENTIAL FOR ABUSE

Abuse of Power Differential

Individuals entering into a consensual relationship in which a power differential exists must recognize that:

- a. The reasons for entering such a relationship may be a function of the power differential;
- b. Where power differentials exist, even in a seemingly consensual relationship, there may be limited after-the-fact defenses against charges of sexual harassment; and
- c. The individual with the power in the relationship may bear the burden of responsibility.

Responsibility

Instructional staff, supervisors, and other employees should understand that there are substantial risks in even an apparently consenting relationship where a power differential exists. The instructor, supervisor or other employee may, by virtue of his or her power and responsibility, bear a burden of accountability.

Any person who believes he/she has been sexually harassed may file a complaint in accordance with procedures established for dealing with discrimination. Employees who report harassment will not be subject to retaliation or reprisals of any kind.

All administrators are responsible for the implementation of this policy and for ensuring that employees know and understand this policy. All employees will be held responsible and accountable for avoiding or eliminating prohibited conduct.

LEGAL REFERENCE: EEOC 29 C.F.R. - Part 1604.11
Section 703 of Title VII of the Civil Rights Act of 1964
Wisconsin Statutes Section 111.321-111.372

CROSS REF.: Policy #524.3-Rule - Procedure for Handling Harassment
Complaints
Policy 511.2 Title IX: Sexual Harassment Policy for
Employees

APPROVED: March 12, 1992
REVISED: July 8, 1993
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