



RIVER VALLEY SCHOOL DISTRICT

660 West Daley Street

≈

Spring Green, Wisconsin 53588

≈

Phone: 608-588-2551

524.3

Employee Anti-Harassment

The River Valley School District is committed to maintaining an educational environment free from harassment. The District strictly prohibits harassment in its educational programs and activities, including employment, and it will take necessary and appropriate action in response to reports of harassment. In cases where allegations of harassment are substantiated, the District will take immediate steps to stop the harassment, remedy its effects, and prevent it from recurring. Individuals who engage in harassment in violation of this Policy are subject to discipline, up to and including suspension or expulsion from school and termination from employment.

“Harassment” means behavior towards an individual based, in whole or in part, on the individual’s sex, race, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability, which affects tangible job benefits, interferes unreasonably with an individual’s work performance, or creates an intimidating, hostile, or offensive working environment.

Harassment may be physical, verbal, or written. Harassment of an employee may be committed by another employee, a student, or third party (e.g., a parent, visitor, or vendor). Examples of conduct that may constitute harassment under this Policy include, but are not limited to, the following:

1. Racial slurs;
2. Statements promoting violence toward a racial, ethnic, or religious group;
3. Sexual harassment, including unwelcome conduct such as:
 - a. Sexually motivated or inappropriate physical contact/touch;
 - b. Sexually explicit or suggestive comments, gestures, photos, or jokes;
 - c. Requests or pressure to engage in sexual activity;
 - d. Statements or questions about a person’s sexual orientation or sexual history;
 - e. Quid pro quo harassment (e.g., promising a promotion in exchange for sexual activity); or
4. Mocking or imitating an individual’s disability.

Sexual relationships between staff members, where one staff member has supervisory responsibilities over the other, are discouraged as a matter of Board policy. Such relationships have an inherent possibility of being construed as sexual harassment due to the imbalance of power. Sexual relationships between staff and students are not permissible in any form or circumstances, regardless of whether the student has reached age 18, and regardless of whether it occurs outside of school.

The following people have been designated to serve as the District’s Compliance Officers (“COs”), who are

responsible for responding to inquiries about the District's employee anti-harassment policies and procedures, and for receiving and processing harassment complaints filed under this Policy:

Assistant Superintendent/Director of Finance and Operations
660 W. Daley, Street
Spring Green, WI 53588
608-588-2551

Pupil Services Director
660 W. Daley Street
Spring Green, WI 53588
608-588-2556

Retaliation against an individual for reporting harassment, filing a complaint, or participating in a complaint investigation is strictly prohibited and is subject to the same disciplinary action as harassment.

Employees who believe they have been the victim of harassment prohibited by this policy are encouraged to report the alleged harassment to their supervisor or the COs listed above. They may also file a formal harassment complaint with the COs in accordance with 524.3 Rule – Employee Discrimination and Harassment Complaint Procedures.

Employees are required to promptly report incidents of harassment that they witness or that are reported to them to their supervisor, other administrator, or the COs. Administrators shall promptly report incidents of harassment that they witness or that are reported to them to the COs. Any question regarding whether conduct potentially constitutes harassment and should be reported as such shall be promptly referred to one or both COs.

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 511 Rule/524.3-Rule – Employee Discrimination and Harassment Complaints Procedures Policy 411.5/511.3 Nondiscrimination on the Basis of Sex (Title IX) in Education Programs or Activities and Related Grievance Process Policy 411.3 Title IX: Sexual Harassment Policy for Students and Other Applicable Individuals Policy 511.2 Title IX: Sexual Harassment Policy for Employees

APPROVED:	March 12, 1992
REVISED:	July 8, 1993
APPROVED:	August 12, 1993
REVISED:	August 12, 1999
APPROVED:	September 9, 1999
REVISED:	January 14, 2010
APPROVED:	February 18, 2010
REVISED:	September 11, 2014
APPROVED:	October 9, 2014
REVISED:	July 11, 2019
APPROVED:	August 8, 2019

REVISED:	March 10, 2022
APPROVED:	April 14, 2022
REVISED:	August 10, 2023
APPROVED:	September 14, 2023
APPROVED:	July 11, 2024
REVISED:	March 13, 2025
APPROVED:	April 10, 2025