



# 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 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.~~

~~Complaints alleging sexual harassment occurring before August 1, 2024, are governed by policies 411.3 and 511.2. Complaints alleging discrimination on the basis of sex (including sex-based harassment) occurring after August 1, 2024, are governed by policy 411.5/511.3.~~

- ~~2. 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.~~

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:

Business Manager  
660 W. Daley, Street  
Spring Green, WI 53588  
608-588-2551

Pupil Services Director  
660 Varsity Blvd.  
Spring Green, WI 53588

608-588-2554

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 <del>#511 Rule</del> /524.3-Rule – Employee Discrimination and <del>Procedure for Handling</del> Harassment Complaints- <del>Procedures</del> 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
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APPROVED:	September 14, 2023
APPROVED:	July 11, 2024