EMPLOYEE ANTI-HARASSMENT

The District is committed to maintaining a working environment that is free from harassment because of an individual's age, race, creed, color, sex, sexual orientation, gender identity, national origin, religion, disability, or genetic information. The District prohibits any and all forms of harassment because of an individual's age, race, creed, color, sex, sexual orientation, gender identity, national origin, religion, disability, or genetic information.

It shall be a violation of this regulation for any teacher, administrator, or other District personnel to harass a teacher, administrator, or other District personnel through conduct or communication of a sexual nature or regarding an individual's age, race, creed, color, sex, sexual orientation, gender identity, national origin, religion, disability, or genetic information, as defined by this policy. For purposes of this regulation, other District personnel could include Board members, school employees, agents, volunteers, contractors, or persons subject to the supervision and control of the District.

It shall also be a violation of this policy for any teacher, administrator or other District personnel to tolerate sexual harassment or harassment because of an individual's age, race, creed, color, sex, sexual orientation, gender identity, national origin, religion, disability, or genetic information by a teacher, administrator, other District personnel, or by any third parties who are participating in, observing, or otherwise engaging in activities under the direction of the District. Any teacher, administrator, or other District personnel who has knowledge or belief that an individual has or may have been the victim of prohibited harassment is required to immediately report the alleged acts to an appropriate District official designated by this policy. Failure to report the harassing conduct could result in discipline, up to and including termination, for the teacher, administrator, or other school personnel who failed to report.

Sexual harassment includes, but is not be limited to, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;

- submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or

- 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.

Other types of harassment may include, but not be limited to, unwelcome jokes, stories, pictures or objects that are offensive, tend to alarm, annoy, abuse or demean an individual because of

their age, race, creed, color, sex, sexual orientation, gender identity, national origin, religion, disability, or genetic information.

The District has adopted grievance procedures for processing complaints of discrimination, including harassment. If you have questions or a grievance related to sexual harassment pursuant to Title IX, please contact Mary McCrea, Title IX Coordinator, 222 Walnut St, Eddyville, Iowa 52553, 641-969-4226, mary.mccrea@rocketsk12.org, or the U.S. Department of Education (attn. Assistant Secretary, Office for Civil Rights; 400 Maryland Avenue Southwest, Washington, DC 20202; 800-421-3481; OCR@ed.gov). If you have questions or a grievance related to any other provision of this policy, including any other form of harassment, please contact the Superintendent, 222 Walnut St, Eddyville, Iowa 52553, 641-969-4226.

Individuals whose behavior is alleged to be in violation of this policy will be subject to the investigation procedure which may result in discipline, up to and including, discharge or other appropriate action. Other individuals whose behavior is alleged to be in violation of this policy will be subject to appropriate sanctions as determined and imposed by the Superintendent or Board. Upon receiving a complaint, the investigator will follow the appropriate grievance procedures outlined in these policies and as required by state and federal law.

No one will retaliate against an employee or student because they have filed a harassment complaint, assisted or participated in a harassment investigation, proceeding or hearing regarding a harassment charge or because they have opposed language or conduct that violates this policy.

It is the responsibility of the Board members, administrators, licensed and classified employees, and others having business or other contact with the District to act appropriately under this policy. It is the responsibility of the Superintendent and investigator to inform and educate employees or students and others involved with the District about harassment and the District's policy prohibiting harassment.

This policy and accompanying regulations will only apply when an employee is the victim of an alleged harasser or an employee is the alleged harasser.

REVIEWED: 11/18/2019 - APPROVED 12/03/2019
REVIEWED: 02/08/2021 – APPROVED 03/15/2021