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## **Sexual, Religious, and Racial Harassment**

The Adrian School District's policy is to maintain a work and education environment for students and employees that is free from discrimination and other offensive or degrading remarks or conduct. The district and this school will not tolerate inappropriate remarks about or conduct related to a student or employee's race, color, creed, religion, national origin, sex, pregnancy, marital status, disability, age, gender, status with regard to public assistance or sexual preference or identity.

The district and this school also will not tolerate sexual violence of any kind.

Prohibited behavior includes requests to engage in illegal, immoral or unethical conduct or retaliation for making a report about such conduct. One kind of prohibited behavior is sexual harassment. Sexual harassment involves unwelcome behavior that can include sexual remarks or compliments, sexual jokes, sexual innuendo or propositions, sexually suggestive facial expressions, kissing, touching or sexual contact.

1. You cannot be required to submit to sexual harassment in order to obtain or keep your job or obtain an education.
2. Accepting or rejecting sexual harassment cannot be used as a factor in decisions affecting your job or your education.
3. Unwelcome sexual conduct or language that unreasonably interferes with a person's ability to do a job or receive an education is prohibited.
4. Unwelcome sexual conduct or language that intimidates, is hostile or offends a person at work or while receiving an education is prohibited.

If you believe you are subject to offensive or discriminatory behavior of any kind, you should immediately report the behavior to the building administrator verbally or in writing. If you prefer, you may report to Mr. Graff, the human rights officer, as well. Finally, students always have the option of reporting to any responsible adult in the school.

The school will investigate all reports of offensive behavior promptly, fairly and completely. The school will handle each report discretely and respond to the report based upon its facts. The school may resolve the report by requiring the offender to apologize, transfer, seek counseling or training, be suspended, be dismissed, lose privileges or face other appropriate discipline.

This policy applies to every student, employee, teacher, administrator and board member in the district.

**DISTRICT WIDE** – Contact Person – Mrs. Molly Schilling at (507) 483-2266 or at 410 Indiana Ave, PO Box 40, Adrian, MN 56110

**HIGH SCHOOL** – Contact Person – Mrs. Cate Koehne at (507) 483-2232 or at 415 Kentucky Ave, PO Box 40, Adrian, MN 56110

**ELEMENTARY SCHOOL** - Contact Person – Mrs. Cate Koehne at (507) 483-2225, or at 515 Oklahoma Ave., PO Box 40, Adrian, MN 56110