

PERSONNEL

Sexual Harassment R 5-36.5

- A. Sexual harassment is a serious offense. As a consequence, any employee who engages in such conduct or encourages such behavior by others shall be subject to corrective action. Depending on the circumstances involved, such disciplinary action may include dismissal.
- B. Supervisory personnel have a duty to investigate allegations of sexual harassment and to take immediate and appropriate corrective action. Supervisors who allow sexual harassment to continue or fail to take appropriate corrective action shall be considered a party to the behavior. Such supervisors shall also be subject to corrective action. Depending on the circumstances, such corrective action measures may result in demotion from a supervisory position or dismissal.
- C. In an effort to eliminate and avoid sexual harassment, the school division will take affirmative steps to sensitize all of its employees to the unlawful nature of sexual harassment and express strong disapproval of such conduct. These steps shall include the communication and distribution of this policy to all employees with the affirmation that it constitutes board policy.
- D. Sexual harassment is a work-related problem. While avenues of redress are available through the U. S. Equal Employment Opportunity Commission, effective relief is also available within the Lynchburg City School division through the department for personnel. Employees may address complaints to their immediate supervisor or directly to the director for personnel.

If the employee so requests, the department for personnel will provide access to someone of his or her gender to whom concerns may be directed.

Approved by School Board: May 19, 1992