

	<p>SEXUAL HARASSMENT</p>	<p>Policy No. 3208</p> <p>November 3, 2021</p> <p>Page 1 of 2</p>
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The Seattle School District is committed to a positive and productive education and work environment free from discrimination, including sexual harassment. The district prohibits sexual harassment of students, employees and others involved in school district activities.

Sexual harassment occurs when:

- A. Submitting to the harasser's sexual demands is a stated or implied condition of obtaining an education or work opportunity or other benefit;
- B. Submission to or rejection of sexual demands is a factor in an academic, work or other school-related decision affecting an individual; or
- C. Unwelcome sexual or gender-directed conduct or communication interferes with an individual's performance or creates an intimidating, hostile or offensive environment.

Sexual harassment can occur adult to student, student to adult, student to student, adult to adult, and regardless of gender.

The district will take prompt, equitable and remedial action within its authority on reports, complaints and grievances alleging sexual harassment that come to the attention of the district, either formally or informally. Allegations of criminal misconduct will be reported to law enforcement and suspected child abuse will be reported to law enforcement or Child Protective Services. Persons found to have been subjected to sexual harassment will have appropriate school district services made reasonably available to them and adverse consequences of the harassment shall be reviewed and remedied, as appropriate.

Engaging in sexual harassment will result in appropriate discipline or other appropriate sanctions against offending students, staff and contractors. Anyone else who engages in sexual harassment on school property or at school activities will have their access to school property and activities restricted, as appropriate.

Retaliation against any person who makes or is a witness in a sexual harassment complaint is prohibited and will result in appropriate discipline. The district will take appropriate actions to protect involved persons from retaliation.

It is a violation of this policy to knowingly report false allegations of sexual harassment. Persons found to knowingly report or corroborate false allegations will be subject to appropriate discipline.

The Superintendent shall develop and implement formal and informal procedures for receiving, investigating and resolving complaints or reports of sexual harassment. The procedures will include reasonable and prompt timelines and delineate staff responsibilities under this policy. All staff are responsible for receiving informal complaints and reports of sexual harassment and informing appropriate district personnel of the complaint or report for investigation and resolution. All staff are also responsible for directing complainants to the formal complaint process.

The Superintendent shall develop procedures to provide age-appropriate information and education to district staff, students, parents and volunteers regarding this policy and the recognition and prevention of sexual harassment. At a minimum sexual harassment recognition and prevention and the elements of this policy will be included in staff, student and regular volunteer orientation.

This policy shall be posted in each district building in a place available to staff, students, parents, volunteers and visitors. The policy shall be reproduced in each student, staff, volunteer and parent handbook.

The Superintendent will conduct regular reviews of this policy to determine if updates are warranted. Recommendations for changes to this policy, if applicable, shall be provided to the Board. The Superintendent is encouraged to involve staff, students, and volunteers and parents in the review process.

Adopted: December 2011

Revised: November 2021

Cross References: Policy Nos. 3207; 3200; 3210; 3211; 3240; 3241; 4311

Related Superintendent Procedure: 3208SP; 3207SP.A; 3207SP.B

Previous Policies: D49.00

Legal References: WAC 392-190-057 Sexual harassment policy; RCW 28A.640.020 Regulations, guidelines to eliminate discrimination — Scope — Sexual harassment policies; 20 U.S.C. §§ 1681-1688; 34 C.F.R. § 106 Management Resources: *Policy News*, December 2010; April 2008; April 2002