

## Gooding Joint School District No. 231

### PERSONNEL

5240

#### Sexual Harassment/Sexual Intimidation in the Workplace

According to the Equal Employment Opportunity Commission, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, including unwanted touching, verbal comments, sexual name calling, gestures, jokes, profanity, and spreading of sexual rumors.

Examples of sexual harassment include, but are not limited to:

1. Demanding sexual favors in exchange for favorable grades, assignments, other education benefits or benefits related to extracurricular activities, or promises of the same;
2. Continued or repeated sexual jokes, language, flirtations, advances or propositions;
3. Verbal abuse of a sexual nature;
4. Graphic verbal commentary about an individual's body, sexual prowess or sexual deficiencies;
5. Leering, whistling, touching, pinching, brushing the body, assault, coerced sexual acts, or suggestive, insulting or obscene comments or gestures;
6. Name calling, related stories, gossip, comments or jokes that may be derogatory toward a particular sex;
7. The display of sexually suggestive graffiti;
8. The display of sexually suggestive objects, pictures, posters or cartoons;
9. Asking questions about sexual conduct or sexual orientation or preferences.

The District shall do everything in its power to provide employees an employment environment free of unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct or communications constituting sexual harassment, as defined and otherwise prohibited by state and federal law. In addition, Principals and Supervisors are expected to take appropriate steps to make all employees aware of the contents of this policy. A copy of this policy will be given to all employees, and each employee will be required to sign an acknowledgment that this policy has been provided to them and read.

District employees shall not make sexual advances or request sexual favors or engage in any conduct of a sexual nature when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or



Policy History:

Adopted on: April 9, 2013

Revised on: