

SEXUAL HARASSMENT

The Washington School for the Deaf (WSD) administration is committed to maintaining a working and learning environment for all its employees, students, parents, volunteers and others involved with the school which provides for fair and equitable treatment, including freedom from sexual harassment. This policy also covers anyone else who engages in sexual harassment on school property or at school activities.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal and/or physical conduct of a sexual nature, when:

- Submission to the conduct or communication is either explicitly or implicitly made a term or condition of an individual's employment, work opportunity or other benefit;
- Submission to or rejection of the conduct or communication is used as a factor for employment decisions or other school-related decisions affecting an individual; and/or
- Such conduct or communication has the purpose or effect of substantially interfering with an individual's work or school performance or creates an intimidating, hostile or offensive work or school environment.

Sexual harassment can occur between adult to student, student to adult, student to student, adult to adult, female to male, male to female, female to female, and male to male. Administration will take prompt, equitable and remedial action on reports and complaints that come to the attention of school personnel, either formally or informally. Allegations of criminal misconduct will be reported to the appropriate law enforcement agency, and suspected child abuse will be reported to law enforcement and/or Child Protective Services.

Engaging in sexual harassment will result in appropriate discipline or other appropriate sanctions against offending students, staff and contractors. Anyone else engaging in sexual harassment on school property or at school activities will have access to school property and activities restricted, as appropriate. Retaliation is prohibited against any person who makes a complaint or is a witness under this policy and will result in appropriate disciplinary action. Individuals who knowingly report false allegations of sexual harassment or corroborate false allegations will be subject to appropriate disciplinary action.

Each staff member is responsible for reporting alleged discrimination and/or harassment to his/her supervisor or other appropriate school personnel. Staff members who fail to take prompt action to report allegations or violation(s) of this policy may be subject to disciplinary action up to and including termination. The

process for responding to allegations is outlined in procedure 5209P - Discrimination Complaint Procedure.

Information regarding this policy will be provided to new employees during their orientation period. WSD will develop a training program notifying staff of the sexual harassment policy. The program will address the definition of sexual harassment and other issues covered in this policy.

Legal References: RCW 28A.640.020 Regulations, guidelines to eliminate discrimination – scope
WAC 392-190-056 through 058

Adoption Date: 10/06/06