

## DE SOTO AREA SCHOOL DISTRICT

512

### HARASSMENT OF EMPLOYEES

The De Soto Area School District is committed to providing a workplace free of harassment. Our employees are entitled to work in an environment where the conduct of others does not unreasonably interfere with work performance. The authority for the Board of Education to regulate such conduct includes state and federal laws and regulations and U.S. Supreme Court decisions. For purposes of this policy, harassment refers to conduct that is sufficiently severe or pervasive such that an abusive or hostile working environment exists. Such conduct may be physical, verbal, or written, and includes threats as well as actions.

No employee shall be subject to harassment directed at any of the following categories: sex, sexual orientation, race, national origin, ancestry, color, age, creed, religion, pregnancy, marital status, disability, arrest or conviction record, membership in the national guard, state defense force, or any other reserve component of the military forces of Wisconsin or the United States, use or nonuse of lawful products off the employer's premises during nonworking hours, or any other reason prohibited by state or federal law. Further, retaliation against an individual for filing a harassment complaint or for participating in a harassment investigation will not be tolerated.

The administration is charged with creating and maintaining a workplace free of harassment. Administrative rules appended to this policy further define harassment and sexual harassment, encourage the filing of complaints and provide a clearly understood complaint process, protect confidentiality, establish sanctions for violations of this policy, and provide for the education of all staff and students regarding this policy.

Any individual who is determined to have engaged in harassment of an employee, or to have retaliated against an individual for filing a harassment complaint or for participation in a harassment investigation shall be subject to discipline in accordance with established procedures.

LEGAL REF.: Titles VI and VII, Civil Rights Act of 1964, as  
amended by the Equal Employment Opportunity  
Act of 1972  
Title IX, Education Amendments of 1972  
Section 504, Rehabilitation Act of 1973  
Age Discrimination Act of 1975  
Immigration Reform and Control Act of 1986  
Americans with Disabilities Act of 1990  
Civil Rights Act of 1991  
Sections 111.31 - 111.395 Wisconsin Statutes  
118.195  
118.20  
120.13(1)

CROSS REF.: 512-Rule, Harassment of Employees Guidelines  
512-Exhibit(1), Formal Employee Harassment  
Complaint  
512-Exhibit(2), Employee Harassment Complaint  
Statement Form  
512-Exhibit(3), Employee Harassment Complaint  
Investigation/Determination  
Checklist  
512-Exhibit(4), Disposition of Employee  
Harassment Complaint  
DEA Agreement  
DSPA Agreement

APPROVED: March 10, 2008

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