

Sexual Harassment

It is the policy of the Lowell School District to maintain a working environment free from any form of harassment related to a person's sex. Sexual harassment includes any unwelcome sexual advances, request for sexual favors, sexually motivated physical contact, or other conduct or communication of a sexual nature when:

The employee's submission to the conduct or communication is made a term or condition of employment.

The employee's submission to, or rejection of, the conduct or communication is the basis for decisions affecting employment.

The conduct or communication has the purpose or effect of substantially interfering with the individual's work performance; or

The conduct or communication has the effect of creating an intimidating, hostile, or offensive environment.

No employee will use the authority of his or her position to subject any other employee to sexual harassment, as defined above.

Administrators and supervisors are responsible for their own conduct and for the conduct of the employees they supervise and will take affirmative steps to stop sexual harassment by subordinates when it is brought to their attention, including warning or disciplining the offending employee.

The Superintendent will establish a process by which employees experiencing or aware of sexual harassment are to inform appropriate District officials and to seek review of the response or action taken.

There will be no retaliation by the District official or employee against any person who, in good faith, reports conduct constituting sexual harassment.

END OF POLICY

Legal Reference(s):
ORS 342.850
ORS 342.865
Title VII or ERSA