



# REGULATIONS

REG No.: 879

## SEXUAL HARASSMENT

### I. BACKGROUND and/or LEGAL REFERENCE

TASB Policy Manual, DH, Employee Standards of Conduct, 3-7-94.

### II. DEFINITION

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, or other sexual conduct, either verbal or physical, or any conduct or other offensive unequal treatment of an employee, student, or group of employees or students that would not occur but for their sex, when:

- A. The advances, requests, or conduct have the effect of interfering with performance of duties or studies or creating an intimidating, hostile, or otherwise offensive work or academic environment; or
- B. Submission to such advances, requests, or conduct is explicitly or implicitly a term or condition of an individual's employment or academic achievement or advancement; or
- C. Submission to or rejection of such advances, requests, or conduct is used as a basis for employment or academic decisions.

### III. POLICY

#### A. Prohibited Conduct

Employees shall not engage in conduct constituting sexual harassment. The District shall investigate all allegations of such harassment and shall take appropriate disciplinary action against employees found to engage in such harassment.

#### B. Complaint Procedure

An employee or student who believes he or she has been or is being subjected to any form of sexual harassment as defined above shall bring the matter to the attention of the dean or immediate supervisor, in accordance with the District's grievance policy [see Reg 877 and Reg 591.] However, no procedure or step in that policy shall have the effect of requiring the employee or student alleging such harassment to present the matter to a person who is the subject of the complaint.

(POLICY APPROVAL: 10-16-89, Board of Trustees)