

# HARASSMENT

(Other than Sexual Harassment)

## Purpose

All individuals associated with the District, including but not necessarily limited to the Governing Board, the administration, the staff, and students, have the right to an environment free from all forms of harassment.

The intentions of the alleged harasser shall not be a determining factor in applying the definition of conduct considered harassment.

## Definition of Harassment

*Harassment (other than sexual harassment).* For the purpose of this policy, harassment (*other than sexual harassment*) is defined as harassment that may include, but is not limited to:

- Any verbal or physical conduct, such as epithets; slurs, negative stereotyping; threatening, intimidating, or hostile acts; or display of written or graphic jokes, cartoons, or other material that ridicules or shows hostility or aversion toward any person or a group because of someone's race, color, national origin, religion, gender, sexual orientation, age, or disability, or that of such person's friends, relatives, or associates, when any such conduct:
  - Has the purpose or effect of creating an intimidating, hostile, or offensive work or learning environment; or
  - Has the purpose or effect of unreasonably interfering with an individual's work or educational performance; or
  - Otherwise adversely affects an individual's employment or learning opportunities.

## Actions to Be Taken

Anyone who is subject to harassment, or who knows of the occurrence of such conduct, should immediately inform and/or file a complaint with the Superintendent. Anyone who is aware of harassment involving students or minors must immediately inform and/or file a complaint with the Superintendent.

Such use of the complaint procedure shall not preclude the complainant from pursuing redress through other means.

