



BUILDING CAPACITY FOR INDIVIDUAL
SUCCESS THROUGH PARTNERSHIPS

TITLE IX

JGEC Sexual Harassment JGEC-3

Complaints received will be investigated to determine whether, under the totality of the circumstances, the alleged behavior constitutes sexual harassment under the definition outlined below. Unacceptable student conduct may or may not constitute sexual harassment, depending on the nature of the conduct and its severity, pervasiveness, and persistence. Behaviors which are unacceptable but do not constitute harassment may provide grounds for discipline under

the code of student conduct. An employee who witnesses an act of sexual harassment shall report the incident to the building principal. Employees who fail to report complaints or incidents of sexual harassment to appropriate school officials may face disciplinary action. School administrators who fail to investigate and take appropriate corrective action in response to complaints of sexual harassment may also face disciplinary action. When a complaint contains evidence of criminal activity or child abuse, the building administrator or district coordinator shall report such conduct to the appropriate law enforcement or DCF authorities. To the extent possible, confidentiality will be maintained throughout the investigation of a complaint. The desire for confidentiality must be balanced with the district's obligation to conduct a thorough investigation, to take appropriate corrective action, or to provide due process to the accused. The filing of the complaint or otherwise reporting sexual harassment shall not reflect upon the individual's status or grades. Any act of retaliation against any person who has filed a complaint or testified, assisted, or participated in an investigation of a sexual harassment complaint is prohibited. Any person who retaliates is subject to immediate disciplinary action, up to and including expulsion for a student or termination of employment for an employee. False or malicious complaints of sexual harassment may result in corrective or disciplinary action against the complainant. JGEC Sexual Harassment JGEC-4 A summary of this policy and related materials shall be posted in each district facility. The policy shall also be published in student, parent, and employee handbooks as directed by the district compliance coordinator. Notification of the policy shall be included in the school newsletter or published in the local newspaper annually. Approved: KASB Recommendation – 7/96; 8/98; 7/03; 4/07; 6/13

GAAC Sexual Harassment GAAC-4

To the extent possible, confidentiality will be maintained throughout the investigation of a complaint. The desire for confidentiality must be balanced with the interlocal's obligation to conduct a thorough investigation, take appropriate corrective action, or provide due process to the accused. False or malicious complaints of sexual harassment may result in corrective or disciplinary action against the complainant. A summary of this policy and related materials shall be posted in each interlocal facility. The policy shall also be published in student, parent, and employee handbooks as directed by the interlocal compliance coordinator. Notification of the policy shall be in the school newsletter or published in the local newspaper annually. Approved: KASB Recommendation – 2/98; 8/98; 7/03

GAAC Sexual Harassment GAAC-3

Employees who do not believe the matter is appropriately resolved through this meeting may file a formal complaint under the interlocal's discrimination complaint procedure. (See KN) Complaints received will be investigated to determine whether, under the totality of the circumstances, the alleged behavior constitutes sexual harassment under the definition outlined below. Unacceptable conduct may or may not constitute sexual harassment, depending on the nature of the conduct and its severity, persuasiveness, and persistence. Behaviors that are unacceptable but do not constitute harassment may also result in employee discipline. Any

employee who witnesses an act of sexual harassment or receives a complaint of harassment from another employee or a student shall report the complaint to the building principal. Employees who fail to report complaints or incidents of sexual harassment to appropriate school officials may face disciplinary action. School administrators who fail to investigate and take appropriate corrective action in response to complaints of sexual harassment may also face disciplinary action. Initiation of a complaint of sexual harassment in good faith will not adversely affect the job security or status of an employee, nor will it affect his or her compensation. Any act of retaliation against any person who has filed a complaint or testified, assisted, or participated in an investigation of a sexual harassment complaint is prohibited. Any person who retaliates is subject to immediate disciplinary action, up to and including termination of employment.

GAAC Sexual Harassment GAAC-2

Sexual harassment shall include, but not be limited to, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment. Sexual harassment may result from verbal or physical conduct or written or graphic material. Sexual harassment may include but is not limited to: verbal harassment or abuse; pressure for sexual activity; repeated remarks to a person, with sexual or demeaning implications; unwelcome touching; or suggesting or demanding sexual involvement accompanied by implied or explicit threats concerning an employee's job status. The interlocal encourages all victims of sexual harassment and persons with knowledge of such harassment to report the harassment immediately. Complaints of sexual harassment will be promptly investigated and resolved. Employees who believe they have been subjected to sexual harassment should discuss the problem with their immediate supervisor. If an employee's immediate supervisor is the alleged harasser, the employee should discuss the problem with the building principal or the interlocal compliance coordinator.

GAAC Sexual Harassment (See GAF) GAAC

The board is committed to providing a positive and productive working and learning environment, free from discrimination based on sex, including sexual harassment. Sexual harassment will not be tolerated in the school interlocal. Sexual harassment of employees or students of the interlocal by board members, administrators, licensed and support personnel, students, vendors, and any other having business or other contact with the school interlocal is strictly prohibited. Sexual harassment is unlawful discrimination based on sex under Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964, and the Kansas Acts Against Discrimination. All forms of sexual harassment are prohibited at school, on school property, and at all school-sponsored activities, programs, or events. Sexual harassment against individuals associated with the school is prohibited, whether the harassment occurs on school

grounds or otherwise. It shall be a violation of this policy for any student, employee or third party (visitor, vendor, etc.) to sexually harass any student, employee, or other individual associated with the school. It shall further be a violation for any employee to discourage a student or another employee from filing a complaint, or to fail to investigate or refer for investigation, any complaint lodged under the provisions of this policy. Violation of this policy by any employee shall result in disciplinary action, up to and including termination.

**For more information, please contact
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[ANW BOARD POLICY BOOK](#)

It is the policy of the ANW Special Education Interlocal that no person shall, based on sex, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any of the ANW Special Education Interlocal programs or activities. The ANW Special Education Interlocal is required by Title IX (20 U.S.C. § 1681) and 34 C.F.R. part 106 to not discriminate in such a manner. This nondiscrimination policy extends to admission and employment, and inquiries about the application of Title IX and 34 C.F.R. part 106 to the ANW Special Education Interlocal may be referred to the ANW Special Education Interlocal Title IX Coordinator, the Assistant Secretary for Civil Rights of the United States Department of Education, or both.