

VI. HEALTH AND SAFETY

POLICY #2

SEXUAL HARASSMENT

Definition:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when it interferes with an individual's performance at the school and/or creates an intimidating, hostile, or offensive environment. The conduct above is also sexual harassment when submission to it is made either explicitly or implicitly a term or condition of an individual's employment or access to education.

- 1) Sexual harassment of or by any Lanikai Elementary PCS student or member of the school staff will not be tolerated. The Lanikai Board considers sexual harassment to be a major offense that may result in disciplinary action for students or dismissal of an offending staff member.
- 2) Any student or employee who believes that he or she has been harassed or who has witnessed sexual harassment is encouraged to report such incident immediately to his or her teacher or to the Principal or designee, who shall promptly investigate all such incidents in a confidential manner.
- 3) Lanikai School students may receive age-appropriate instruction on the nature and prohibition of sexual harassment.
- 4) Notice or copies of this policy shall be provided to school staff and parents/guardians of Lanikai School students, and recipients shall be asked to acknowledge receipt in writing.
- 5) Administrative regulations and procedures for reporting charges of sexual harassment and for pursuing available remedies shall be made available to staff and to parents/guardians of students on request.

Adopted: 10-10-07