

# POLICY

Personnel – 6121  
Students - 7531

## **SUBJECT: HARRASSMENT ON THE BASIS OF SEXUAL ORIENTATION**

The Board of Education affirms its commitment to nondiscrimination and recognizes its responsibility to take reasonable steps to provide an environment that is free of harassment and intimidation. Therefore, the Board prohibits and condemns all forms of discrimination and harassment on the basis of sexual orientation by employees, school volunteers, students, and non-employees such as contractors and vendors as well as any third parties who are participating in, observing, or otherwise engaging in activities subject to the supervision and control of the District.

Sexual orientation is defined as heterosexuality, homosexuality, bisexuality, or asexuality, whether actual or perceived.

The Board also prohibits harassment based on an individual's opposition to discrimination or participation in a related investigation or complaint proceeding under the anti-discrimination statutes. This policy of nondiscrimination and anti-harassment will be enforced on School District premises and in school buildings; and at all school-sponsored events, programs and activities, including those that take place at locations off school premises.

It is intended that this policy apply to the dealing between or among employees with employees; employees with students; students with students; employees/students with vendors/contractors and others who do business with the School District, as well as school volunteers, visitors, guests and other third parties.

The School District will act to promptly investigate all complaints, either verbal or written, formal or informal, of allegations of harassment based on sexual orientation; and will promptly take appropriate action to protect individuals from further harassment.