

**All Personnel**

**BP 4119.11  
4219.11  
4319.11**

## **SEXUAL HARASSMENT**

The Governing Board prohibits sexual harassment in the working environment of District employees or applicants by any person in any form.

Employees who permit or engage in such harassment may be subject to disciplinary action up to and including dismissal.

*(cf. 4030 - Nondiscrimination in Employment)  
(cf. 4118 - Suspension/Disciplinary Action)*

Any employee or applicant for employment who feels that he/she or another individual in the District is being sexually harassed should immediately contact his/her supervisor, principal, other District administrator or the Superintendent or designee in order to obtain procedures for reporting a complaint. Complaints of other types of harassment can be filed in accordance with AR 4031 - Complaints Concerning Discrimination in Employment.

Any supervisor who receives a harassment complaint shall notify the Assistant Superintendent of Human Resources, who shall ensure that the complaint is appropriately investigated.

*(cf. 4031 - Complaints Concerning Discrimination in Employment)*

The District prohibits retaliatory behavior against any complainant or any participant in the complaint process. Each complaint of sexual harassment shall be promptly investigated in a way that respects the privacy of all parties concerned.

*Legal Reference:*

EDUCATION CODE

*200-262.4 Prohibition of discrimination on the basis of sex, especially:*

*212.5 Sexual harassment, defined*

*230 Particular practices prohibited*

*231.5 Sexual harassment policy*

GOVERNMENT CODE

*12900-12996 Fair Employment and Housing Act*

*Legal References (See Below)*

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## SEXUAL HARASSMENT

### LABOR CODE

1101 *Political activities of employees*

1102.1 *Discrimination: sexual orientation*

### UNITED STATES CODE, TITLE 42

2000d & 2000e *et seq. Title VI & Title VII, Civil Rights Act of 1964 as amended*

2000h-2 *et seq. Title IX, 1972 Education Act Amendments*

### COURT DECISIONS

*Meritor Savings Bank, FSB v. Vinson et al., 86 Daily Journal D.A.R. 2130*

Policy  
Adopted: September 11, 2000

**BREA OLINDA UNIFIED SCHOOL DISTRICT**  
Brea, California