



SEXUAL HARASSMENT POLICY

The Varnett Public School prohibits all forms of sexual harassment. Such conduct may result in disciplinary action up to and including dismissal. No administrator or employee shall threaten or insinuate, either explicitly or implicitly, that an employee's refusal to submit to or rejection of sexual advances will adversely affect the employee's employment, evaluation, wages, advancement, assigned duties, work environment, shifts, or any other condition of employment or career development.

Sexually harassing conduct in the workplace, whether committed by administrators or non-supervisory personnel or by third parties, is strictly prohibited. This includes, but is not limited to, unwelcome advances related to sexual flirtations or propositions, verbal abuse of a sexual nature, graphic verbal commentaries about an individual's body, sexually degrading words used to describe an individual, humor and jokes about sex or gender-specific traits, sexual innuendo, the display in the workplace of sexually suggestive objects or pictures, and the transmission of sexual messages via voice mail, company mail, electronic mail (e-mail) or the internet/intranet.

All employees should report any incident of sexual harassment immediately to an administrator. In addition, all employees have the right to file a complaint with a federal or state agency. Employees are protected from retaliation for reporting, participating in an investigation or opposing potentially unlawful discrimination or harassment.

Signature

Date

Printed Name