

# Dickson County Board of Education

Monitoring:  <b>Review: Annually, in March</b>	Descriptor Term:  <b>Discrimination/Harassment of Employees (Sexual, Racial, Ethnic, Religious)</b>	Descriptor Code: <b>5.500</b>	Issued Date: <b>08/23/12</b>
		Rescinds: <b>5.5030</b>	Issued: <b>12/17/1998</b>

1 Employees shall be provided a work environment free from sexual, racial, ethnic and religious discrimi-  
 2 nation/harassment. It shall be a violation of this policy for any employee or any student to discriminate  
 3 against or harass an employee through disparaging conduct or communication that is sexual, racial, ethnic  
 4 or religious in nature. The following guidelines are set forth to protect employees from discrimination/  
 5 harassment:

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 7 Sexual harassment activity by any employee will not be tolerated. Sexual harassment is defined as con-  
 8 duct, advances, gestures or words written or spoken of a sexual, racial, ethnic, or religious nature which:  
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- 10 1. Unreasonably interfere with an individual's work or performance;
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- 12 2. Creates an intimidating, hostile or offensive work environment;
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- 14 3. Implies that submission to such conduct is made an explicit or implicit term of employ-  
 15 ment;
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- 17 4. Implies that submission to or rejection of such conduct will be used as a basis for an  
 18 employment decision affecting the harassed employee.  
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20 Alleged victims of sexual, racial, ethnic, or religious discrimination/harassment should report these con-  
 21 ditions to the appropriate school administrator. If the employee's direct administrator or supervisor is  
 22 the offending person, the report shall be made to the next higher level of administration or supervision.  
 23 Confidentiality will be maintained and no reprisals or retaliation will occur as a result of good faith re-  
 24 porting of charges of sexual harassment. Complaints may be made directly to the district's Title VI or  
 25 Title IX coordinators.  
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27 Oral complaints may be submitted; however, such complaint must be reduced to writing to ensure a  
 28 complete investigation.  
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30 The privacy and anonymity of all parties and witnesses to complaints will be respected. However, because  
 31 of an individual's need for confidentiality must be balanced with obligations to cooperate with investiga-  
 32 tions or legal proceedings, to provide due process to the accused, to conduct thorough investigation or  
 33 to take necessary action to resolve a complaint, the identity of parties and witnesses may be disclosed in  
 34 appropriate circumstances to individuals with a need to know.  
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36 A substantiated charge against an employee found to have engaged in harassment shall be subject to  
 37 sanctions, including, but not limited to, warning, suspension, or termination. (TCA 49-2-101)  
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39 There will be no retaliation against any person who reports discrimination/harassment or participates in  
 40 an investigation. However, any employee who refuses to cooperate or gives false information during  
 41 the investigation may be subject to disciplinary action. The willful filing of a false report will itself be  
 considered harassment and will be treated as such.