

**POWAY UNIFIED SCHOOL DISTRICT
BOARD POLICY**

Originator: Assoc. Superintendent, PSS

Issue No: 1

Date: 8/17/92

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ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES

4.1 GENERAL PERSONNEL PRACTICES

Reference: EC 40-41, 200, 212.5, 220, 260, 35293; Title VII Civil Rights Act of 1964; Title IX of the Educational Amendments, 1972

SECTION 4.123 SEXUAL HARASSMENT – EMPLOYEES

The Poway Unified School District recognizes that harassment on the basis of sex is a violation of both Federal and State employment discrimination laws as well as District Policy and Administrative Procedures. The District is committed to providing employees with a work environment free from sexual harassment, and will not tolerate such conduct on the part of any District employee or student.

Any employee or applicant for employment with a complaint of sexual harassment should implement the complaint process contained in the administrative procedures. No individual will suffer reprisals for reporting any incidents of sexual harassment or making any complaints.

The District will promptly and thoroughly investigate complaints of sexual harassment, and will take immediate action to resolve such complaints.

Dissemination

1. All employees, supervisors, and administrators shall be notified of this Policy.
2. Each new employee shall receive a copy of this Policy.
3. A copy of this Policy is also located in the Office of Personnel Support Services and Board policies located at each school site and at the administrative offices.