

MCPASD POLICY MANUAL

CODE OF ETHICS PROCEDURES

Last approved 11/14/16

PROCEDURE I-C.4

Sexual Harassment

The District shall maintain an environment free from any form of sexual harassment or intimidation.

Sexual harassment consists of:

- Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic advancement or submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting such individual.
- Verbal or physical conduct which interferes with an individual's work, professional or academic performance, productivity, physical security, extracurricular activities academic or career opportunities, services or benefits.

Complaints regarding the interpretation or application of this commitment shall be referred to designated administrative staff and processed in accordance with established administrative procedures. There shall be no retaliation against individuals who file complaints under this policy.

Procedures 1-C.1 through 1-C.4, although restatement of law, have been included in the Board Policy Manual at the advice of our legal counsel due to their relative importance to overall District conduct.