

The district is committed to providing an academic and work environment free of unlawful harassment. This procedure defines sexual harassment and other forms of harassment on campus, and sets forth a procedure for the investigation and resolution of complaints of harassment by or against any staff or faculty member or student within the district.

This procedure and the related policy protects students, employees, unpaid interns, and volunteers in connection with all the academic, educational, extracurricular, athletic, and other programs of the district, whether those programs take place in the district's facilities, a district vehicle, or at a class or training program sponsored by the district at another location.

For sexual harassment under Title IX, complainants must proceed under Board Policy 3433: Prohibition of Sexual Harassment under Title IX, Administrative Procedure 3433: Prohibition of Sexual Harassment under Title IX, and Administrative Procedure 3434: Responding to Harassment Based on Sex under Title IX. For other forms of sexual harassment or gender- Harassment shall be found where, in aggregate, the incidents are sufficiently persistent, or severe that a reasonable person with the same characteristics as a victim of the harassing conduct would be adversely affected to a degree that interferes with their ability to participate in or to realize the intended benefits of an institution.

Harassment comes in many forms, including but not limited to the following conduct that could, depending on the circumstances, meet the definition above, or could contribute to a set of circumstances that meets the definition:

- **Verbal:** Inappropriate or offensive remarks, slurs, jokes, or inn

physical conduct of a sexual nature made by someone from, or in, the work or educational setting when:

- Submission to the conduct is explicitly or implicitly made a term or condition of an individual's employment, academic status, progress, internship, or volunteer activity;
- Submission to, or rejection of, the conduct by the individual ~~is used~~ as a basis of employment or academic decisions affecting the individual.

