

AMEND BOARD REPORT 97-0827-P05

AMEND BOARD REPORT 94-0622-P01 AMENDMENT 10  
POLICY AGAINST SEXUAL HARASSMENT AND PROC

FOR EMPLOYEE AND STUDENT COMPLAINTS

EXECUTIVE OFFICER RECOMMENDS:

THE CHIEF

that the Oklahoma Board of Education amend the amendments to the Policy Against Sexual  
Employee and Student Complaints Harassment and Procedures for

POLICY AGAINST SEXUAL HARASSMENT AND PROCEDURES FOR EMPLOYEE  
AND STUDENT COMPLAINTS

SUBJECT:

ISSUE: It shall be the policy of the Board to maintain a work and learning environment that  
the dignity of each individual. Sexual harassment by any encourages respect for th  
reporting, whether in school or outside school, extra curricula employees, student or th

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The Board in recognizing that the elimination of sexual harassment in the workplace and attendance centers will create a better work and learning environment for Board employees and Chicago Public School students, increase employee productivity and student performance and improve the quality of life for all Chicagoans, hereby adopts the following policy:

Policy of the Board of Education of Chicago Public Schools, effective 1/1/03, regarding sexual harassment in attendance centers, and in connection with all extra-curricular, athletic and other programs sponsored by the school, whether occurring at the school or at another location. Sexual Harassment is a violation of the law and will not be tolerated. Employees and students who engage in sexual harassment will

Voluntary social relationships between students, that are consistent with the Uniform Discipline Code, are not prohibited by this policy. This policy, however, expressly prohibits sexual conduct between school employees or third parties and Chicago Public School students.

C. Any supervisor or administrator individual in any of the positions identified in paragraph III, section 2(a) or (b) of section 3(a) of this policy who is aware that such conduct should be a reportable event by a school employee or student, whether or not a report is made, and who fails to report that conduct as required in this policy, may be subject to discipline.

Retaliation against any person for having made a good faith complaint or report of sexual harassment, or participating or aiding in an investigation of sexual harassment, is strictly prohibited.

D. Retaliation against any person for having made a good faith complaint or report of sexual harassment, or participating or aiding in an investigation of sexual harassment, is strictly prohibited.

2. For employees, complaints of sexual harassment shall be made within 90 days of the sexual harassment complained of and may be made to any of the following persons:

- a. A teacher, counselor, Assistant Principal, or Principal in the Complainant's school;
- b. Area Instructional Officer or designee; or
- c. Office of Schools and Regions.

3. For students, complaints of sexual harassment shall be made within 90 days of the sexual harassment complained of and may be made to any of the following persons:

- a. The principal in Complainant's school;
- b. The head of the Department in which Complainant works, or
- c. The Sexual Harassment Officer or designee.

The individuals to whom students and employees may make complaints of sexual harassment shall receive written notice twice a year of their obligations to timely report any complaints to the

Sexual Harassment Officer or designee following the

procedures set forth in section 5 below.  
using the Sexual Harassment Information

receiving a complaint must refer it in writing

OPTIONS

B

INFORMATION, ADVICE AND INFORMAL RESOLUTION (OPTION 1)

1.

ent and options available under this policy, without having to proceed to a formal complaint. Generally, this option may be appropriate where the complaining party is uncertain as to whether what he or she is experiencing is sexual harassment or where the complaining party does not want third party involvement or formal action, but wants the alleged offending behavior to cease. To the extent possible, information disclosed under this option will be held confidential and the alleged harasser will be informed only if it is necessary in order to facilitate a resolution. The aim of this option is not to determine whether there was intent to harass but to ensure that the alleged offending behavior ceases and that the matter is resolved promptly. Individuals who wish to exercise this option shall contact the Sexual Harassment Officer. No

d. Termination of Mediation

mediator may terminate the mediation under appropriate circumstances including, but not limited to, cases of non-cooperation, attempts to threaten or coerce any party, when not being achieved, or when the mediator believes that conduct occurred which was more serious than previously alleged. When mediation is terminated, the matter will be returned to the Sexual Harassment Officer for a full investigation.

e. Mediation Resolution and Follow-up

- (i) If the parties reach an agreement resolving the complaint, the mediator will prepare a written agreement to be signed by both parties. Following a mediation agreement, the Sexual Harassment Officer will make reasonable attempts to contact the Complainant after six to eight weeks to determine whether the agreement has been implemented or breached.

The Complainant may bring a breach of the mediation agreement to the attention of the Sexual Harassment Officer at any time.

...sexual harassment. If the sexual harassment officer's summary report and recommended disciplinary action  
...disciplinatory action on the part of the Chief Executive Officer. In addition, in appropriate cases  
commendec : : : (where sexual harassment has been found), the summary report and rec  
Relations and the Law Department. The : : : disciplinatory action will be forwarded to Labor E  
a taken. Chief Executive Officer will determine whether disciplinary action will be  
Disciplinary action will be consistent with the Employee Discipline Code and the Uniform

2. The procedures described in Section III above do not apply to complaints under this section.

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**VI. EDUCATION TRAINING AND PREVENTION**

The Sexual Harassment Officer or designee will conduct training or arrange for training to be provided on this policy and related legal developments to principals, administrators, and Board employees who have specific responsibility for investigating complaints of sexual harassment. Principals in each school will be responsible for informing staff and students on a yearly basis of the terms of this policy, including the procedures established for investigation and resolution of complaints.

All new employees will receive information about this policy when hired. Former employees and students will be provided information at least once a year regarding this policy and the Board's commitment to a harassment-free working and learning environment.

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**Reviewed for Consideration:**

Barbara Eason Watkins

**Respectfully Submitted:**

Arne Duncan  
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