

1 **Great Falls School District**

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3  
4 **PERSONNEL**

5012  
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6 Sexual Harassment/Sexual Intimidation in the Workplace

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8 The District will do everything in its power to provide employees a work environment free of  
9 unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct or  
10 communications constituting sexual harassment, as defined and otherwise prohibited by state and  
11 federal law.

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13 The District prohibits its employees from making sexual advances or requesting sexual favors or  
14 engaging in any conduct of a sexual nature when:

- 15 1. Submission to such conduct is made either explicitly or implicitly a term or condition of an  
16 individual's employment or volunteer status;
- 17 2. Submission to or rejection of such conduct by an individual is used as the basis for  
18 employment decisions or volunteer status decisions affecting such individual; or
- 19 3. Such conduct has the purpose or effect of substantially interfering with the individual's  
20 performance or creating an intimidating, hostile, or offensive working environment.

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22 Sexual harassment prohibited by this policy includes verbal or physical conduct. The terms  
23 "intimidating", "hostile", or "offensive" include, but are not limited to, conduct which has the effect  
24 of humiliation, embarrassment, or discomfort. Sexual harassment will be evaluated in light of all of  
25 the circumstances.

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27 A violation of this policy may result in discipline, up to and including discharge. Any person making  
28 a knowingly false accusation regarding sexual harassment will likewise be subject to disciplinary  
29 action, up to and including discharge.

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31 Aggrieved persons who feel comfortable doing so, should directly inform the person engaging in  
32 sexually harassing conduct or communication, that such conduct or communication is offensive and  
33 must stop.

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35 Employees who believe they may have been sexually harassed or intimidated should contact the  
36 Title IX Nondiscrimination Coordinator or other administrator, who will assist them in filing a  
37 complaint. This may include the completion of a form that details the complaint. An individual with  
38 a complaint alleging a violation of this policy shall follow the Uniform Grievance Procedure.  
39 Administrators, supervisors or teachers who knowingly condone, or fail to report or assist a person's  
40 complainant to take action to remediate such behavior of sexual harassment or intimidation, may  
41 themselves be subject to discipline.  
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Cross Reference: 3215 Students--Uniform Complaint Procedure  
5215 Personnel—Uniform Complaint Procedure  
5226 Personnel –Hazing, Harassment, Intimidation, Bullying  
5012F Harassment Reporting Form for Employees

Legal Reference: Title VII of the Civil Rights Act, 42 U.S.C. §§ 2000(e), et seq., 29 C.F.R. §  
1604.11  
Title IX of Education Amendments, 20 U.S.C. §§ 1681, et seq.  
Montana Constitution, Art. X, § 1  
§ 49-2-101, MCA Human Rights Act  
Harris v. Fork Lift Systems, 114 S.Ct. 367 (1993)

Policy History:

Adopted on: July 1, 2000  
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