



SEXUAL HARASSMENT PREVENTION POLICY

New Directions School is committed to providing an educational and employment environment that ensures the equality, dignity, and respect of all students and employees. In keeping with this commitment, New Directions School strictly prohibits discriminatory practices, including sexual harassment, and will not deny or limit the ability of any student to participate in, or benefit from, any New Directions School program on the basis of sex, race, color, national origin, ancestry, religion, creed, physical or mental disability, medical condition, marital status, sexual orientation, age, or any other basis protected by federal, state or local law. Sexual harassment, whether verbal, physical or environmental, is unacceptable and will not be tolerated, whether it occurs on school grounds or at outside school-sponsored activities. This policy applies to all New Directions School employees and students. All New Directions School employees have a duty to ensure that no student is subjected to sexual harassment and to help maintain a school environment free of such harassment.

It is the policy of New Directions School to provide an educational and employment environment that is free of unwelcome sexual advances, requests for sexual favors, sexual demands, other verbal, physical or visual conduct of sexual nature constituting sexual harassment, as defined and otherwise prohibited by state and federal law. It is both unlawful and a violation of this policy for anyone who is authorized to recommend or take personnel or educational action affecting an employee or student, or who is otherwise authorized to transact business or perform other acts or services on behalf of the New Direction School, to engage in sexual harassment as defined below;

Work Environment Within the work environment, sexual harassment is unlawful and is prohibited between supervisors and employees, between employees, and between non-employees and employees.

Educational Environment Within the educational environment, sexual harassment is unlawful and is prohibited between students, and between employees and students.

Definition of Sexual Harassment Sexual harassment occurs when unwelcome sexual advances, request for sexual favors, and other verbal, physical, or visual conduct of a sexual nature:

- 1) is made either explicitly or implicitly on a term or condition of an individual's educational status or employment;
- 2) is used as a basis for educational or employment decisions affecting such individual; or
- 3) has the purpose or effect of unreasonably interfering with an individual's education or work performance or creating an intimidating, hostile, or offensive educational or working environment.
- 4) in third-party situations, one individual is offended by the sexual interaction, conduct or communications between others

Confidentiality Reasonable efforts will be made to keep a complaint and the results of the

investigation confidential. Witnesses shall be informed of the confidential nature of the matter and shall be informed that it would be a violation of this policy to disclose the complaint or the nature of the investigation to others.

Retaliation Prohibited The initiation of a complaint of sexual harassment will not reflect on the complainant or witnesses in any way. It will not affect such person's future relationship with the school, their employment, compensation or work assignment, or, in the case of students, grades, class section, or other matters pertaining to their status as a student in any school program. It is unlawful and a violation of this policy to engage in such retaliation.

Disciplinary Action

- 1) Employees who act in violation of this policy and/or the law may be subject to discipline up to and including dismissal. Such disciplinary action shall be in accordance with applicable policies, laws, and/or collective bargaining agreements.
- 2) Students who act in violation of this policy and/or the law may be subject to discipline up to and including expulsion. Such disciplinary action shall be in accordance with school discipline policy and state law.

Compliant Procedures All complaints of suspected, observed or experienced sexual harassment shall be reported/filed immediately with the Director/Principal of the school. A complaint may be verbal or written and need not be on a particular form. Any teacher or employee of the school who either reasonably believes a student has been harassed based on sex or who receives a complaint or notice of harassment, must immediately report the alleged behavior

Office: 707.585.6108
humanresources@calparents.org
3650 Standish Ave,
Santa Rosa, CA 95407

Sexual harassment is a violation of Title VII of the Civil Rights Act of 1964, California Government Code Section 11135, California Education Code Sections 210 through 214 inclusive, Title IX of the Education Amendments of 1972 and of New Directions School policy.