

# SCHOOL DISTRICT OF PITTSVILLE BOARD POLICY

## PERSONNEL

### PERSONNEL GOALS

### HARASSMENT (Including Sexual Harassment)

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#### POLICY STATEMENT

Federal and State law prohibits employment discrimination on the basis of race, color, creed, sex, age, disability, national origin, or sexual preference. Among these prohibitions is the harassment of employees, students, agents, citizens, and volunteers. The School District of Pittsville is committed to maintaining a place of employment and a work environment that is free from discrimination and any form of harassment whatsoever.

Harassment is unlawful and is conduct that exposes both the School District of Pittsville and individuals engaging in harassment to significant liability under the law. Employees at all times should treat others respectfully, with dignity, and in a manner so as not to offend the sensibility of working in the school environment. Accordingly, the School District of Pittsville is committed to vigorously enforcing this Harassment Policy.

No employee should be subjected to behavior that is personally offensive, which lowers morale or interferes with productivity in the work place and school environment. Each employee has a duty to help maintain a workplace free from harassment. This duty involves refraining from any insulting, degrading, demeaning, or exploitative behavior toward other employees and students, including sexual harassment.

*Reference:*        *WI Statutes, Section 111.32(13)*  
                          *WI Statutes, Section 111.36*  
                          *WI Statutes, Section 48.981(1)(2)*

*Reviewed:*        *February 14, 2013*