

It is the policy of the Highland Joint School District to maintain a learning atmosphere and working environment that is free from sexual harassment. The subject of an employee or student to incidents of sexual harassment will not be tolerated.

Sexual harassment is hereby defined as any unwanted sexual advances or contact, requests for sexual favors, the use of unsolicited written or oral comments or gestures, or any behavior of a sexual nature that creates an uncomfortable or hostile environment.

It is imperative that all individual acts that could be defined as harassment in nature be reported to the proper administrator of the district. The Affirmative Action/Title IX administrator for the Highland Joint School District is Bill Gehring. If this person cannot be contacted, the superintendent of schools should be informed.



**LEGAL REFERENCE:**

Board Action

ADOPTED: 5/9/94

AMENDED: 6/13/05