



Wicomico County Board of Education

Harassment and Sexual Harassment Policy

(Title VII, Civil Rights Act of 1964, As Amended)

I. Policy

- A. The Wicomico County Board of Education (WCBOE) encourages and expects an atmosphere free of discrimination, harassment, and sexual harassment and one that is conducive to high quality performance in the working and learning environment for employees and students.
- B. This policy prohibits any act of discrimination, harassment, or sexual harassment by any person against a WCBOE employee or student when that act is associated with the school district. This policy also applies to student organizations. For the purpose of this policy, student organizations are defined as those sponsored and/or sanctioned by an individual school and/or the Wicomico County Board of Education.
- C. The Wicomico County Board of Education does not discriminate in admissions, access, treatment or employment in its programs and activities on the basis of race, sex, (including sexual harassment), sexual orientation, marital status, color, gender identity and expression, national origin, religion, age, ancestry, genetic information, or physical or mental disability. All complaints will be investigated by Human Resources personnel according to the procedures associated with this policy.

II. Statements

A. General Harassment Statements

1. The Wicomico County Board of Education intends to provide a work environment that is pleasant, healthy, comfortable, and free from intimidation, hostility, or other offenses which may interfere with the work performance of our employees and students. Any behavior that is so severe and pervasive as to create an intimidating, hostile, or offensive work environment will be considered harassment. Harassment may be, but is not limited to: words, signs, pranks, jokes, intimidation, heckling, physical contact and/or violence. Harassment is not necessarily only sexual in nature.
2. The Wicomico County Board of Education accepts no liability for harassment. WCBOE will not provide legal, financial, or any other assistance to an individual accused of harassment if a legal claim is filed.

B. Sexual Harassment Statements

Sexual Harassment includes, but is not limited to, unwelcome, inappropriate sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

1. Such conduct has the purpose or effect of creating an intimidating, hostile, or offensive work environment or unreasonably interfering with an individual's job performance.

Approval Status

Title:	Harassment and Sexual Harassment Policy				
First Adopted:	04/14/92				
Legal Review:	11/14/18	03/11/14			
Approved Revisions:	12/11/18	03/11/14	02/12/02	05/16/95	
Effective:	12/12/18	03/12/14	02/13/02	05/17/95	04/15/92

Index Code

ADM-HRR-PL-024



Wicomico County Board of Education

2. Such conduct has the purpose or effect of creating an intimidating hostile or offensive educational environment or unreasonably interfering with an individual's academic performance.
3. Submission to such conduct is made either explicitly or implicitly a term or condition of employment or any employment benefit, academic development or academic status, or participation in an educational or extra-curricular function.
4. Submission to or rejection of such conduct is used as the basis for employment or academic decisions affecting that individual (quid pro quo).

C. Forms of Sexual Harassment

Forms of sexual Harassment may include, but are not limited to the following:

1. Verbal and non-verbal harassment, such as derogatory comments, jokes, slurs or leering,
2. Offensive sexual advances or propositions,
3. Physical harassment, such as unnecessary or offensive touching, impeding, or blocking movement,
4. Visual harassment, such as derogatory or offensive posters, cards, cartoons, pictures, graffiti, drawings, or gestures,
5. Suggesting or demanding sexual involvement accompanied by implied or explicit threats concerning one's job, grades, health, welfare, property, etc. (quid pro quo).

Approval Status

Index Code

Title:	Harassment and Sexual Harassment Policy				
First Adopted:	04/14/92				
Legal Review:	11/14/18	03/11/14			
Approved Revisions:	12/11/18	03/11/14	02/12/02	05/16/95	
Effective:	12/12/18	03/12/14	02/13/02	05/17/95	04/15/92

ADM-HRR-PL-024