

<b>SEVEN GENERATIONS CHARTER SCHOOL</b>	SECTION: EMPLOYEES
	TITLE: 366 – SEXUAL HARASSMENT
	ADOPTED: September 1, 2009
	REVISED:

Policy	<p>Seven Generations Charter School believes that every employee has the right to a work environment free of unwelcome verbal or physical conduct which harasses, disrupts, or interferes with the individual’s work performance or creates an intimidating, offensive, or hostile environment. Seven Generations Charter School does not tolerate any employees engaging in this type of behavior. Any employee participating in such negative conduct will be subject to appropriate corrective action that may include termination.</p>
Delegation of Responsibility	<p>The Board of Trustees of Seven Generations Charter School authorizes the Chief Executive Officer (CEO) or his/her designee to enforce this policy</p>
Guidelines	<p>Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature where submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment; or submission to or rejection of such conduct is used or threatened to be used as a basis for employment decisions affecting such individual; or such unreasonable conduct interferes with an individual’s work performance or creates an intimidating, hostile, or offensive work environment.</p> <p>Reporting guidelines: If you become aware of situation involving unwelcome and inappropriate behavior directed toward you or another employee, report it immediately to your committee chair or supervisor. If for any reason you do not feel that you can speak to your committee chair or supervisor about the situation, please report to one of the Co-Coordinator of the Board of Trustees.</p>