

	<b>ABERDEEN SCHOOL DISTRICT</b>	<b>NEPN Code: GBAA</b>
	<b>POLICIES AND REGULATIONS</b>	

## **HARASSMENT/SEXUAL HARASSMENT**

The Aberdeen School District is committed to providing a learning and working environment where all individuals are treated with dignity and respect. Each employee has the right to work in an environment free of unlawful harassment based on an individual's race, color, creed, religion, ancestry, gender, national origin, disability, age, or other basis prohibited by law.

It shall be a violation of this policy for any school personnel of the District to harass any student, any school personnel, or any visitor through conduct or communication of a sexual nature, or communication disparaging a person's race, color, creed, religion, ancestry, gender, national origin, disability, age, or other basis prohibited by law as defined in regulation GBAA-R. For the purpose of this policy, school personnel includes School Board members, all school employees and agents, volunteers, contractors, or persons subject to the supervision and control of the District. This policy applies on all District property and to all District sponsored, approved, or related activities at any location.

The District will investigate all complaints of harassment and will discipline or take appropriate action against any school personnel who is found to have violated this policy.

The District will provide annual training about harassment for employees. This policy is referenced in the Employee Handbook and is available online at [www.aberdeen.k12.sd.us](http://www.aberdeen.k12.sd.us). Employee acknowledgement of this training will be obtained and filed electronically.

### **LEGAL REFERENCES:**

Title VII of the Civil Rights Act of 1964  
 Title IX of the Education Amendments of 1972  
 South Dakota Executive Order 81-08  
 Title II of the Americans with Disabilities Act of 1990  
 Section 504 of the Rehabilitation Act of 1973  
 Age Discrimination in Employment and Reemployment Rights Act  
 Uniform Services Employment and Reemployment Rights Act  
 Genetic Information Non-discrimination Act  
 Americans with Disabilities Act and Amendment Act

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