

## SEXUAL HARASSMENT

The Albemarle County School Board is committed to maintaining an educational environment and workplace that is free from sexual harassment and provides for fair and equitable treatment. Through this policy and the enactment of the outlined procedures, the Albemarle County School Board prohibits harassment and bullying of any kind and with regard to any student or school personnel. In accordance with law, the Board prohibits harassment on the basis of any category given protection under Board Policy AC, *Nondiscrimination*, hereinafter referred to as “protected group status”. It is prohibited for any employee or student to harass another employee or student by making unwelcome sexual advances or requests for sexual favors, or engaging in other verbal or physical conduct of a sexual nature, when (1) submission to or rejection of such conduct is used as a basis for employment or academic decisions affecting the employee or student; (2) such conduct creates an intimidating, hostile or offensive working or learning environment; or (3) submission to such conduct is made either explicitly a term or condition of the individual's employment or participation in school programs. Any employee subjected to sexual harassment should report the alleged act immediately to the Title IX Coordinator, the immediate supervisor, department head, principal or Human Resources. If the complaint is against the Superintendent, the complaint shall be reported to the Title IX Coordinator who shall report the complaint to the chair.

Adopted: July 1, 1993  
 Amended: December 13, 2001; April 10, 2014; May 13, 2021  
 Reviewed: July 12, 2007  
 Equity Review: May 13, 2021

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Legal Refs.: Civil Rights Act of 1964, as amended in 1972, 42 U.S.C. §2000e-z  
 29 C.F.R. 1604.11  
 (1987) Executive Order 11246, 1965, as amended by Executive Orders 11375 and 12086  
 Equal Employment Opportunity Act of 1972  
 Education Amendments of 1972, Title IX  
 45 CFR, Parts 81, 86

Cross Refs: GBA/JFHA, *Prohibition Against Harassment and Retaliation*