

1 Great Falls School District

2
3 **PERSONNEL**

4 5012

5
6 Sexual Harassment

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8 The District will provide employees an environment free of sexual harassment as defined and
9 otherwise prohibited by State and federal law, including Title IX and its implementing
10 regulations in the educational programs and activities it offers, including the area of
11 employment. Sexual harassment means conduct on the basis of sex that satisfies one or more of
12 the following:

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14 1. An employee of the District conditioning the provision of an aid, benefit, or service of the
15 District on an individual's participation in unwelcome sexual conduct;
16 2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and
17 objectively offensive that it effectively denies a person equal access to the District's
18 education program or activity; or
19 3. "Sexual assault" as defined in 20 U.S.C. § 1092(f)(6)(A)(v), "dating violence" as defined
20 in 34 U.S.C. § 12291(a)(10), "domestic violence" as defined in 34 U.S.C. §12291(a)(8),
21 or "stalking" as defined in 34 U.S.C. §12291(a)(30).
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23 A violation of this policy may result in discipline, up to and including discharge. Any person
24 making a knowingly false accusation regarding sexual harassment will likewise be subject to
25 disciplinary action, up to and including discharge.
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27 Employees should report claims of sexual harassment to the District's Title IX Coordinator
28 and/or use the District's Title IX Sexual Harassment Grievance Procedures. All formal
29 complaints about behavior that may violate this policy shall be addressed through the District's
30 Title IX Sexual Harassment Grievance Procedures. Initiating a complaint of sexual harassment
31 shall not adversely affect the complainant's employment, compensation or work assignments.
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33 Cross References:

34 Policy 3215 Students – Uniform Complaint Procedure
35 Policy 5215 Personnel – Uniform Complaint Procedure
36 Policy 5012F Harassment Reporting/Intake Form for Employees
37 Policy 5012P Title IX Sexual Harassment Grievance Procedure - Employees
38 Policy 5226 Personnel – Hazing, Harassment, Intimidation, Bullying
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40 Legal References:

41 42 U.S.C. § 2000(e)et seq. Title VII of Civil Rights Act
42 20 U.S.C. § 1681 et. Seq. Title IX
43 34 C.F.R. Part 106 Nondiscrimination on the Basis of Sex in Education
44 § 49-2-101, et. seq, MCA Human Rights Act
45 § 49-1-102, MCA Freedom from Discrimination
46 § 49-3-201, MCA Governmental Code of Fair Practices

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Policy History

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