

# **TO ALL DISTRICT EMPLOYEES SEXUAL HARASSMENT IS PROHIBITED BY LAW**



The AVUHSD Governing Board prohibits sexual harassment of district employees and job applicants. The Board also prohibits retaliatory behavior or action against district employees or other persons who complain, testify, or otherwise participate in the complaint process established pursuant to this policy and the administrative regulation.

Prohibited sexual harassment includes, but is not limited, to unwelcome sexual advances, unwanted requests for sexual favors or other unwanted verbal, visual or physical conduct of a sexual nature made against another person of the same or opposite gender, in the work or educational setting when submission to the conduct is made expressly or implicitly a term or condition of the other's employment; submission to or rejection of such conduct by the other individual is used as the basis for an employment decision affecting him/her; the conduct has the purpose or effect of unreasonably interfering with the other individual's work performance, creating an intimidating, hostile or offensive work environment, or adversely affecting the other individual's evaluation, advancement, assigned duties, or any other condition of employment or career development ; submission to or rejection of the conduct by the other individual is used as the basis for any decision affecting him/her regarding benefits, services, honors, programs or activities available at or through the district. Other examples of actions that might constitute sexual harassment, whether committed by a supervisor or any other employee, include but are not limited to:

Unwelcome leering, sexual flirtations or propositions - Unwelcome sexual slurs, epithets, threats, innuendoes, derogatory, comments or sexually degrading descriptions - Graphic verbal comments about an individual's body, or overly personal conversations or pressure for sexual activity - Spreading sexual rumors - Massaging, grabbing, fondling, stroking or brushing the body – Touching an individual's body or clothes in a sexual way – Cornering, blocking, leaning over or impeding normal movements – Displaying sexually suggestive objects or using sexual computer screen savers.

**If you or someone you know is being harassed sexually, contact any administrator at your site or Mark A. Bryant, Assistant Superintendent, Personnel Services at (661) 948-7655 ext 216.**