



Discrimination and Harassment Training

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What is discrimination and harassment?

- Title VII of the Civil Rights Act of 1964 prohibits discrimination in virtually every employment circumstance on the basis of race, color, religion, national origin, creed, sex, sexual orientation, disability or other status protected by law.
- Sexual harassment is defined as any unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature
- The Equal Employment Opportunity Commission defines sexual harassment as unwelcome and unwanted, and harmful to a person's health and their ability to perform a job.



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What is sexual harassment?

- Sexual harassment can occur between:
 - Male to Female
 - Female to Female
 - Male to Male
 - Female to Male
 - Student to Student
 - Teacher to Student
- Harassment can also be between manager, supervisors, co-workers, vendors or customers.
- ***Teacher to student harassment is always considered unwanted by the student, regardless of the actions of the student***

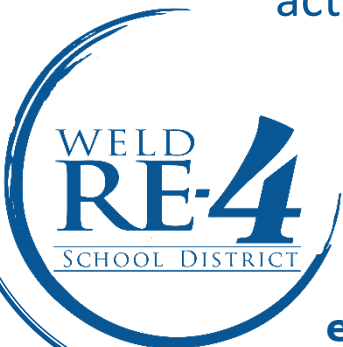


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What is sexual harassment?

- There are two types of Sexual Harassment
 1. Quid Pro Quo: A person in authority demands sexual favors as a basis for employment decisions such as: promotion, a good evaluation, pay increase, etc.
 2. Hostile Environment: Any unwelcome, sexual conduct or atmosphere that is so severe or pervasive that it is intimidating or offensive to a reasonable person
 3. When physical, verbal and non-verbal behaviors are unwanted action, they can create a hostile work environment.



Other examples of discrimination and harassment:

- Race/color – Ethnic slurs or jokes based on a persons race/color constitutes harassment if that conduct creates hostile work environment
- Religion – Harassment occurs when a person is teased or bullied because of their religious beliefs
- National Origin – Harassment occurs when there is ridiculing to a person because of their birthplace, ancestry, etc.



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Other examples of discrimination and harassment:

- Sexual Orientation – Harassing or bullying a person because of their sexual orientation
- Disability – The Americans with Disabilities Act prohibits workplace discrimination on the basis of a disability



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Other examples of discrimination and harassment:

- Harassing behavior can include things such as:
 - Slang words for a class of people
 - Allowing certain types of religious décor in an office, and denying other religious items
 - Comments about someone having difficulty learning something because of their age
 - Displaying inappropriate pictures in the work area

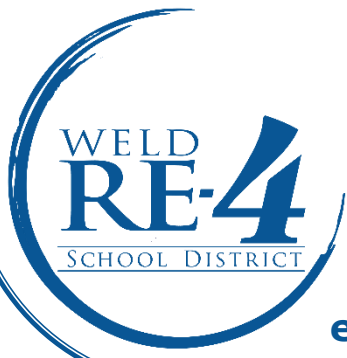


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Warning signs that someone is being harassed:

- Employee or student may show a dramatic change in behavior.
- The student may start skipping class. The employee may miss work on a regular basis.
- The employee or student may feel humiliated, degraded and embarrassed. They may also have a fear for personal safety.



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What actions do I take if I am being harassed or witness others being harassed?

- Any staff member who believes he/she is being harassed, or witness others being harassed, should report it to their supervisor, school administrator or the district's compliance officer.
- A complaint form can be found under district policy AC-E-2.
- The district shall take appropriate action to prompt and impartially investigate allegations of discrimination and harassment



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For complete policies on harassment/discrimination, please refer to policies AC, AC-R and GBAA on the district website.



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