

All persons associated with Transylvania County Schools, including, but not necessarily limited to, the Board, the administration, the staff, and the students, are expected to conduct themselves at all times so as to provide an atmosphere free from sexual harassment. Any person who engages in sexual harassment while acting as a member of the school community shall be in violation of this policy.

Definition of Sexual Harassment: Unwelcome sexual advances; requests for sexual favors; or other verbal or physical conduct of a sexual nature on the part of staff-staff, staff-student, or student-staff may constitute sexual harassment where:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of a person's employment or a student's educational development.
2. Submission to or rejection of such conduct by an individual is used as the basis for employment or decision affecting such individual's education.
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating, hostile, or offensive working or learning environment.

LEGAL REFERENCES:

- Title VII, Section 703, Civil Rights Act of 1964 as amended
- 45 Federal Regulation 74676 issued by EEO Com.
- Franklin v. Gwinnett County Public Schools, February 26, 1992

APPROVED BY BOARD
AND EFFECTIVE 8/3/92
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