

## **EEO**

LCS strives to maintain a work environment free of harassment. In doing so, LCS prohibits unlawful harassment because of age, race, sex, sexual orientation, marital status, color, religion, national origin, disability, genetic information, or any other applicable status protected by state or local law.

Unlawful harassment includes verbal or physical conduct that has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment. Actions based on any applicable status protected by state or local law will not be tolerated. Prohibited behavior may include but is not limited to the following:

Written form such as cartoons, e-mail, posters, drawings, or photographs.

Verbal conduct such as epithets, derogatory comments, slurs, or jokes.

Physical conduct such as gestures, assault, or blocking an individual's movements.

This policy applies to all employees including Executive Director of Educations, administrators, supervisors, instructional and non-instructional staff, paraprofessional staff, and non-employees such as students, parents, vendors, volunteers, consultants, etc. Harassing behavior may result in discipline, regardless of whether a protected status is involved.

LCS Policy Adopted August 9, 2012

Cross reference: AC, Non-Discrimination/Equal Opportunity