

Sexual Harassment/ Discrimination

Because sexual harassment and discrimination raises issues that are to some extent unique in comparison to other harassment, LCS believes it warrants separate emphasis. LCS strictly prohibits sexual harassment, inappropriate sexual conduct and discrimination. The following TSD guidelines will be strongly adhered to.

Sexual Harassment of Personnel

Unwelcome sexual advances, requests for sexual favors, or other sex-based verbal or physical conduct where:

- submission to such conduct is explicitly or implicitly made a term or condition of an individual's employment;
- submission to or rejection of such conduct is used as the basis for decisions affecting an individual's employment benefits; or
- such conduct has the purpose or effect of unreasonably interfering with an individual's employment by creating an intimidating, hostile, or offensive work environment.

Sexual Harassment of Students

Verbal, visual, or physical sexual or gender-based behavior that occurs when one person has formal or informal power over the other and:

- such behavior creates an intimidating, hostile, or offensive educational environment; or
- such behavior interferes with an individual's educational performance or adversely affects an individual's learning opportunities.

LCS Policy Adopted August 9, 2012