

Sexual Harassment/Discrimination

LCS prohibits sexual harassment. No one at LCS, including Directors, officers, supervisors, employees, volunteers, vendors, parents, students or any other person, may make sexual advances or requests for sexual favors, or engage in any other verbal/physical conduct of a sexual or gender-based nature, or based upon an individual's sexual orientation or transgender status where:

1. Such advances, requests or conduct have the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment; or
2. It is obvious or implied that tolerating or submitting to the conduct is a condition of employment/service, or will be used for the basis of any employment/service decision, including but not limited to, appointment, hiring, firing, performance appraisals, salary, benefits, position, job transfers, promotions, or any other decision affecting any term or condition of employment/service with LCS (all such conduct is defined in this policy as "sexual harassment").

An individual or applicant shall not be subjected to sexual requests or sexually insulting behavior or language based on gender or sexual orientation. An individual or applicant shall not be led to believe any employment/volunteer opportunity or benefit will in any way depend on his/her cooperation with sexual demands or that he/she must tolerate a sexually offensive environment.

Personnel must conduct themselves in a professional and business-like manner at all times and refrain from inappropriate sexual conduct that could lead to a claim of sexual harassment. Such conduct includes, but is not limited to:

1. Sexually implicit or explicit communications whether in written form (such as cartoons, posters, calendars, magazines, publications, notes, letters, email, words or designs on clothing) or oral form (such as comments, jokes, foul or obscene language of a sexual nature, gossiping or questions about another's sex life, or repeated unwanted requests for dates); and,
2. Physical gestures and other non-verbal behavior (such as unwelcome touching, grabbing, fondling, kissing, massaging, brushing up against another's body).

Sexual Harassment of Students

Sexual harassment of students is prohibited. Any 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 will not be tolerated.

LCS Policy Adopted August 9, 2012

Revised Policy Adopted August 21, 2017