



2011-2012
UNLAWFUL DISCRIMINATION/HARASSMENT/INTIMIDATION AND BULLYING
TRAINING REVIEW

(as summarized from Policy/Procedure 6590)

The district will not tolerate harassment or discrimination in the school district’s education or working environment. It will not be tolerated regardless of whether the harassment or discrimination is based on conduct that is adult to student, student to adult, student to student, adult to adult, male to female, female to male, male to male, or female to female.

Discrimination and harassment on the basis of: race, color, religion, ancestry, national origin, gender/sex, age, sexual orientation, or disability is prohibited.

Harassment includes: causing a hostile work or educational environment, quid pro quo sexual harassment, or malicious harassment.

- Hostile environment may be the result of the following conduct if the conduct has the purpose or effect of substantially interfering with an individual’s educational or work performance; or creating an intimidating, hostile, or offensive educational or work environment:
 - Unwelcome or uninvited sexual advances.
 - Requests for sexual favors.
 - Unwanted derogatory comments, slurs, jokes, cartoons, pictures, gestures, innuendos, and other unwelcome or uninvited verbal or physical conduct of a sexual nature or based on race, color, religion, ancestry, national origin, gender, age, sexual orientation, or disability.
- Quid Pro Quo Sexual Harassment includes unwelcome or uninvited sexual advances, requests for sexual favors, sexual comments, cartoons, innuendos, and other unwelcome or uninvited verbal or physical conduct of a sexual nature if:
 - Submission to or rejection of that conduct by an individual is used as a factor in decisions affecting that individual’s education or employment; or
 - Submission to the conduct is made a term or condition, implicitly or explicitly, of obtaining an education or employment.
- Malicious Harassment includes malicious and intentional conduct based on a person’s perception of another’s race, color, religion, ancestry, national origin, gender, sexual orientation, or disability that:
 - Causes physical injury; or
 - Causes physical damage to or destruction of property; or
 - Threatens a person or group of persons and places the person(s) in reasonable fear of harm. Words alone do not constitute malicious harassment unless the content surrounding the words indicates that the words are a threat.

Reprisal, Retaliation, or False Accusation against anyone reporting or thought to have reported discrimination or harassment is prohibited and will be treated as a serious violation of policy, regardless of whether any discrimination or harassment is substantiated.

Discrimination/Harassment should be reported! The district will promptly investigate the allegations and take appropriate actions within its level of authority. Copies of Administrative Procedure 6590 on how to resolve discrimination or harassment complaints using either the **Informal Complaint Process** or **Formal Complaint Process** may be obtained from any district administrator or the Personnel Office at 364 S. Park St., Walla Walla, WA or **call the Personnel Office at 527-3000.**

I have read and I understand the above information.

Name _____ Work Location _____
Please Print

Signature _____ Date _____

DISTRIBUTION: ORIGINAL – Personnel Office