

HARRASSMENT IN THE WORKPLACE

It is the policy of CESA #9 to maintain and insure a working environment that is free of any form of harassment or intimidation toward and between employees, volunteers, consultants and Board of Control members. Cooperative Educational Service Agency #9 does not tolerate harassment in any form and will take all necessary and appropriate actions to eliminate it and to discipline offenders.

All employees, regular volunteers and Board of Control members are required to be familiar with and comply with the policy of the Agency prohibiting harassment in the workplace. CESA #9 expressly prohibits any form of unlawful employee harassment based on race, color, religion, sex, sexual orientation, national origin, age or disability. Improper interference with the ability of our employees to perform their expected job duties will not be tolerated.

Harassment, for the purpose of this policy, is defined as but not limited to:

1. Physical or psychological intimidation which significantly interferes with another's right to work, learn and/or perform activities and responsibilities related to those functions.
2. Such conduct which has the purpose or effect of substantially interfering with an individual's work or performance or which creates an intimidating, hostile or offensive working environment.
3. Such conduct which is substantially coercive, restraining or reprisal in nature.
4. Any activity which is conducted which is significantly physically and/or psychologically restrictive, harmful and/or damaging to the victim.

Employees found to be in violation of this policy shall be subject to disciplinary action up to and including termination and may be referred to legal authorities.

Board of Control members found to be in violation of this policy shall be subject to action by the Board of Control and may be referred to legal authorities.

Volunteers and consultants found to be in violation of this policy shall be relieved of their duties and contractual responsibilities and may be referred to legal authorities.

Victims of harassment in the workplace shall follow the same complaint procedure and reporting form as found in CESA #9 Policy 512 "Sexual Discrimination and Harassment."

CROSS REF.: Policy 512 and 512-R

LEGAL REF.: Section 111.32(13) Wisconsin Statutes
Section 111.36 (1) (br) Wisconsin Statutes
Section 111.36 (3) Wisconsin Statutes
(EEOC) [29 C.F.R. - Part 1604.11]Equal Employment Opportunities
Commission Guidelines
Section 703 of Title VII of the Civil Rights Act of 1964
Title IX of the 1972 Education Amendment

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