

## Sexual Harrassment Policy

*Adopted June 2, 2011 at Board of Trustees Meeting*

- I. Objective:
  - A. To clearly state Nevada Association of DECA's (NEVADA DECA) policy with regard to sexual harassment whether such action results from the conduct of employees, volunteers, board members, members, or certain others associated with NEVADA DECA.
  - B. To provide for disciplinary action in the event the policy is not followed.
- II. Content:
  - A. It is the policy of NEVADA DECA that all employees, volunteers, board members, or members be able to work in a setting free from all forms of unlawful discrimination, including harassment, on the basis of race, color, religion, gender (sex), national origin, age or disability. NEVADA DECA will not tolerate work-related harassment of employees whether it occurs on or off the job.
  - B. "Sexual harassment" means unwelcome or unsolicited sexual behavior, including sexual advances, requests for sexual favors, dirty jokes, and other verbal or physical conduct of a sexual nature when:
    - 1. Submission to such conduct is made either explicitly or implicitly a term or a condition of an individual's continued involvement with NEVADA DECA,
    - 2. Submission to or rejection of such conduct by an individual is used as the basis for involvement affecting such individual, or
    - 3. Such conduct has the purpose or effect of unreasonably interfering with an individual's participation or creating an intimidating, hostile, or offensive environment for the employees, volunteers, board members, or members, including, but not limited to jokes, calendars, posters, cartoons, magazines; derogatory or physically descriptive comments about or toward another employee; sexually suggestive comments; inappropriate use of NEVADA DECA communications facilities; unwelcome touching or physical contact; punishment or favoritism on the basis of an employee's sex; sexist slurs; negative stereotyping; and public displays of affection.
  - C. Activities described above are prohibited on the part of all employees, volunteers, board members, or members, whether or not in a position of power or authority. It is not necessary that there be a supervisory relationship between the involved persons for the activity to be a violation of this policy.

- D. Any employee, volunteer, board member, or member who feels they have been subjected to any prohibited activity described above should report the incident immediately to their supervisor or the Board of Trustees Chair. An employee, volunteer, board member, or member may report harassment without first contacting their supervisor. All resulting investigations will be initiated promptly and will be handled confidentially as possible consistent with NEVADA DECA's need to conduct an adequate investigation and take appropriate corrective action to rectify any harassment in violation of this policy that is found to have occurred.
- E. Retaliation against an employee, volunteer, board member, or member who makes a good faith report of harassment or who participates in good faith in an investigation is prohibited.
- F. The Board of Trustees Chair or designee, will meet with employees, volunteers, board members, or members initially upon involvement and thereafter no less than annually, to explain the provisions of this policy **and** to restate NEVADA DECA's prohibition of harassment and retaliation, and to describe the possible disciplinary consequences of violating this policy.
- G. Any employee, volunteer, board member, or member violating this policy will be subject to disciplinary action up to and including termination of involvement.
- H. This policy is not intended to supersede school district policies.

III. Responsibility:

Supervisory personnel and the Board of Trustees Chair shall be responsible for the enforcement of this policy.

I have read the NEVADA DECA Sexual Harassment Policy set forth above and agree to comply fully with its terms and conditions at all times during my service as an NEVADA DECA Board member.

**Board Member Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Board Member Printed Name:** \_\_\_\_\_