

**TEMECULA VALLEY CHARTER SCHOOL
Board Policy**

5000 Personnel

5004 Sexual Harassment - Employees

Board Action: APPROVED

Effective Date: 11-2-2015

The Board of Directors recognizes that harassment on the basis of sex is a violation of both Federal and State employment discrimination laws. The school is committed to providing employees with a work environment free from sexual harassment, and will not tolerate such conduct on the part of any charter school employee or student.

Any employee or applicant for employment with a complaint of sexual harassment should implement the complaint process. No individual will suffer reprisals for reporting any incidents of sexual harassment or making any complaints.

The school will promptly and thoroughly investigate complaints of sexual harassment, and will take immediate action to resolve such complaints.

Dissemination

1. All employees, supervisors, and administrators shall be notified of this policy.
2. Each new employee shall receive a copy of this policy.
3. A copy of this policy is also located in the Personnel Office.