

El Monte Union High School District
SEXUAL HARASSMENT PREVENTION POLICY

The El Monte Union High School District is committed to a work environment in which all employees are treated with respect and dignity. Each employee has the right to work in a professional and inclusive and Government Code Section 12900 – 1296 (fair Employment and Housing Act).

Therefore, the District strongly condemns, opposes and prohibits sexual harassment of employees or applicants of any person whether verbal, physical or environmental.

Any employee who engages in sexual harassment of anyone in or from the District will be subject to discipline up to and including termination.

WHAT IS SEXUAL HARASSMENT?

Unwelcome sexual advances, requests for sexual favors and other physical verbal or visual conduct of a sexual nature when:
Submission to the conduct is made either explicitly or implicitly a term or condition of employment;
Submission or rejection of the conduct is used as the basis for an employment decision;
The conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

Sexual harassment may include:

- Explicit sexual propositions, innuendos or comments
- Sexually-oriented kidding, teasing or jokes
- Foul or obscene language or gestures
- Displays of sexually-suggestive printed or visual material
- Physical contact e.g. patting, pinching, brushing up against another employee
- Actual or attempted rape or assault

IF YOU ARE SEXUALLY HARASSED

Either

Report the offender in person and/
disciplinary action. Men or women by employee

Receive a thorough and
appropriate corrective action by
management in the severity of the

Be subject to retaliation.