

Policy Against Harassment, Sexual Harassment, Violence and Sexual Violence

Harassment is defined as verbal or physical contact which has the intent or effect of unreasonably interfering with an individual's or group's performance which creates an intimidating, hostile or offensive work environment

Verbal and/or physical contact is defined as harassment when:

- A. Submission to that conduct or communication is made a term or condition of obtaining or retaining employment or education.
- B. Submission to or rejection of that conduct or communication by an individual is used as a factor in decisions affecting that individual's employment or education.
- C. The conduct or communication has the purpose or effect of substantially or unreasonably interfering with an individual's employment or education or creating an intimidating, hostile or offensive employment/educational environment.

Harassment could be based on gender, race, religion, sexual preference, sexual orientation, national origin, disability, marital status and/or status with regard to public assistance.

MTCS prohibits all forms of harassment/violence. It is the policy of MTCS to enforce a "Zero Tolerance" policy with regard to such behavior and will abide by all state and federal laws which prohibit harassment.

Any employee or student who feels that he/she has been a victim of harassment or violence or has witnessed an act of harassment or violence by an employee or student should immediately report the incident to his/her supervisor or teacher. If the employee or student is uncomfortable reporting such an incident to their immediate supervisor or teacher then he/she should report the incident to the Director of Human Resources or the Superintendent.

In all reported incidents a fair, prompt and thorough investigation shall take place giving careful consideration to protect the rights and dignity of all people involved. In addition, appropriate disciplinary action will be taken when it is determined that individuals have violated this policy.

NO RETALIATION OF ANY KIND WILL OCCUR WHEN A PERSON HAS REPORTED AN INCIDENT OF HARASSMENT, SEXUAL HARASSMENT, VIOLENCE OR SEXUAL VIOLENCE.

