



Sex-Based Discrimination and Sexual Harassment

Governing Board policies forbid the discriminatory treatment of an applicant and/or employee due to their sex. It is not permitted to treat a person less favorably due to their sex when it comes to any aspect of employment including hiring, firing, pay, job assignments, promotions, layoffs, trainings, fringe benefits, or any other term or condition of employment. Sexual Harassment is sex-based discrimination. These policies are designed to support and comply with Title VII of the Civil Rights Act of 1964, as amended (Title VII, Title IX of the Education Amendments Act of 1972 (Title IX), and Arizona State Statute (A.R.S. Section §41-1463).

Any violations of these policies may lead to disciplinary action up to and including discharge.

Sex-Based Harassment and Sexual Harassment

The District does not allow the harassment of a person because of their sex or any harassment of a sexual nature.

Harassment does not have to be of a sexual nature but can be offensive remarks about a person's sex. For example, it is against District policy to harass a female by making offensive comments about females in general. Harassment can also include "sexual harassment" or unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassments of a sexual nature. Both of these types of harassment fall under the category of sex-based harassment.

Simple teasing, offhand comments, or isolated incidents that are not very serious may not rise to a level of harassment that violates these policies. However, it is a violation if the frequency and/or severity of comments, actions, or writings create a hostile or offensive work environment or when it results in an adverse employment decision (such as the termination or demotion of the victim).

The sex-based and/or sexual harassment need not be directed at the alleged victim to violate District policy. Any slurs or offensive or derogatory remarks about a person's sex, or the display of sexually offensive objects (such as inappropriate posters or calendars), or sexually explicit comments violates policy and may lead to disciplinary action up to and including discharge.

It is still a violation of policy if both the victim and the harasser are of the same sex.

The harasser can be the victim's supervisor, a supervisor in another area, a co-worker, or someone who is not an employee of the District such as a student, parent, community member, or vendor.

Contact Information

Employees are encouraged to discuss any issues regarding sex-based discrimination or sexual harassment with their direct line supervisor if they feel comfortable doing so. The supervisor will then work in coordination with the Equity and Safety Compliance Officer and Title IX Coordinator to resolve the concern. Applicants and/or employees can also go directly to the Equity and Safety Compliance Officer and Title IX Coordinator with their concerns.

Applicants and/or employees have the right to contact the [Arizona Civil Rights Division](#), Tucson Office, 400 West Congress, South Building, Suite 315, Tucson, AZ 85701-1367, (520) 628-6504, the U.S. Equal Employment Opportunity Commission ([EEOC Public Portal](#)), or the U.S. Department of Education, Office for Civil Rights, Denver Office, Cesar E. Chavez Memorial Building, 1244 Speer Boulevard, Suite 310, Denver, CO 80204-3582 Telephone: (303) 844-5695, [Email: OCR.Denver@ed.gov](mailto:OCR.Denver@ed.gov)

Governing Board Policies:

AC: Nondiscrimination/Equal Opportunity
ACA: Sexual Harassment
ACA-E: Nondiscrimination/Equal Opportunity
ACA-R: Sexual Harassment
ACAA: Title IX Sexual Harassment
GBA: Equal Employment Opportunity
GBEB-E: Staff Conduct
GBEBA: Staff Dress Code
GBEBB-R: Staff Conduct with Students
GBKD: Support Staff Grievances
GCCAA: Professional/Support Staff Earned Paid Sick Time
GCF: Professional Staff Hiring
GCFC: Professional/Staff Certification and Credentialing Requirements
GCFC-E: Professional/Staff Certification and Credentialing Requirements
GCH: Professional/Support Staff Orientation and Training
GDE: Support Staff Recruiting
GDF: Support Staff Hiring
GDFA: Support Staff Qualifications and Requirements
GDFA-E: Support Staff Qualifications and Requirements
IHAI: Career and Technical Education
IHAI-R: Career and Technical Education