

CHESTER COUNTY
INTERMEDIATE
UNIT 24

SECTION: EMPLOYEES

TITLE: DISCRIMINATORY
HARASSMENT

ADOPTED: JULY 21, 2010

READOPTED: NOVEMBER 18, 2020

348. DISCRIMINATORY HARASSMENT

The Board strives to provide a safe, positive working environment for its employees. Therefore, it shall be the policy of the Intermediate Unit to maintain an employment environment in which harassment based on an individual's race, color, national origin/ethnicity, sex, age, disability, sexual orientation, religion, or membership in any other protected class (“discriminatory harassment”) is not tolerated.

The Board prohibits all forms of discriminatory harassment of employees and third parties by all Intermediate Unit students and staff members, contracted individuals, vendors, volunteers, and third parties in Intermediate Unit programs. The Board encourages employees and third parties who have been subjected to discriminatory harassment to promptly report such incidents to the Intermediate Unit’s Title IX Coordinator.

The Board directs that complaints of discriminatory harassment shall be investigated promptly, and corrective action taken when allegations are substantiated. Confidentiality shall be consistent with the Intermediate Unit’s legal and investigative obligations.

Retaliation as a result of good faith charges of harassment is strictly prohibited.

For purposes of effective enforcement of this Policy, particular forms of discriminatory harassment shall be defined in the accompanying Administrative Regulation.

In order to maintain a work environment that discourages and prohibits discriminatory harassment, the Board designates the Assistant Director of Human Resources as the Intermediate Unit’s Title IX Coordinator.

All complaints discriminatory harassment shall be handled in accordance with procedures set forth in the accompanying Administrative Regulation.

The Title IX Coordinator or designee shall post this Policy and accompanying Administrative Regulation with applicable procedures for making complaints, on the CCIU website where it will be accessible publicly. The notice shall include the

	<p>position, office address and telephone number of the Title IX Coordinator.</p> <p>Each employee shall be responsible to maintain a working environment free from all forms of discriminatory harassment.</p> <p>References:</p> <p>Pennsylvania Human Relations Act – 43 P.S. Sec. 951 et seq.</p> <p>Federal Anti-Discrimination and Civil Rights Laws –</p> <p> 20 U.S.C. Sec. 1681 et seq. (Title IX)</p> <p> 42 U.S.C. Sec. 2000e et seq. (Title VII)</p> <p>Harassment Regulations and Guidelines</p> <p> Code of Federal Regulations – 29 CFR Sec. 1604.11(a), 1606.8(a)</p> <p> Federal Register – 66 Fed. Reg. 5512</p> <p>Board Policy –104, 317</p> <p>History</p> <p>Adopted: JULY 21, 2010</p> <p>Revised: SEPTEMBER 16, 2015</p> <p> NOVEMBER 18, 2020</p>
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