

DISCRIMINATION AND HARASSMENT

Relative Information: There are three basic forms of employment discrimination: disparate treatment, disparate impact, and failure to make reasonable accommodation.

1. *Disparate treatment* refers to the intentional different treatment of similarly situated individuals because of their membership in one or more protected classes.
2. *Disparate Impact* refers to the unintentional discrimination involving an employment policy which may be neutral or nondiscriminatory on its face but which has a disparate impact on a protected class.
3. *Reasonable accommodation* discrimination may occur when an individual is disqualified due to a specific job requirement if a "reasonable accommodation" could have been made to remedy the concern.

Harassment is another form of discrimination in which a hostile work environment is allowed to exist. The Equal Employment Opportunity Commission (EEOC) defines harassment as "Verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of his/her race, religion, gender, disability, age, color, or national origin". Harassment has the purpose or effect of creating an intimidating, hostile, or offensive environment that unreasonably interferes with an individual's performance and/or adversely affects an individual's employment opportunities.

There are a variety of federal and state laws that prohibit harassment in the workplace. These regulations address personal and organizational behavior, and remedial action that may be taken by an individual against another individual and/or the organization.

All employees have the right to expect that they will not be harassed. If an incident occurs or situation exists, employees have the right to expect that the organization will take a course of action to correct the problem and prevent further problems.

Policy Statement: It is the policy of the Board of Directors that:

1. No employee will be discriminated against and/or harassed by another employee, supervisor, other member or the organization.
2. The District will thoroughly and fairly investigate all complaints.
3. No employee will be placed at risk or suffer retaliation as a result of filing a harassment complaint.
4. The District will maintain reasonable confidentiality and privacy during any investigation of any allegation of which the District may become aware.
5. The District will provide periodic discrimination and harassment training for all supervisory, staff, and line personnel.