

POLICY TITLE: Unlawful Harassment

POLICY NUMBER: 4035

4035.1 Harassment and discrimination in employment on the basis of sex, race, color, national origin, ancestry, citizenship, religion, age, physical or mental disability, medical condition, sexual orientation, gender identity or gender expression, veteran status, marital status, registered domestic partner status, genetic information, or any other protected basis are prohibited by federal and state law. Unlawful harassment or discrimination may occur based on a single protected characteristic or on a combination of two or more protected characteristics, consistent with the intent of SB 1137.

4035.2 The District does not tolerate unlawful discrimination or harassment in the workplace or in any work-related situation. The District will take appropriate corrective action when such conduct is identified.

4035.3 Unlawful harassment may occur based on a single incident if the conduct is sufficiently severe to alter the conditions of employment or create a hostile, intimidating, offensive, or abusive working environment. The District will not require that unlawful conduct be repeated or pervasive before taking corrective action.

4035.4 Retaliation against any individual for reporting discrimination or harassment, participating in an investigation, or otherwise exercising rights under this policy or applicable law is strictly prohibited. Retaliation includes, but is not limited to, intimidation, threats, coercion, interference with the complaint process, discouraging reporting, or any adverse treatment because of protected activity.

4035.5 The District will promptly, thoroughly, and impartially investigate all complaints of discrimination, harassment, or retaliation and will take appropriate corrective action when warranted.

4035.6 This section shall also apply to members of the District Board of Commissioners.