

TRINITY LUTHERAN CHURCH
BOARD OF CHRISTIAN SCHOOL POLICY MANUAL

Sexual Harassment

Initial Adoption Date: 2/4/93

IA Code:

Date of Last Review: 5/6/93 4/11/96 12/12/02

Date of Last Revision: 12/12/02

It is the policy of Trinity Lutheran Church and School to strictly prohibit any conduct, which constitutes sexual harassment by an employee (worker) or non-employee and will take action against any person guilty of such conduct. This policy is based on Title VII of the 1964 Civil Rights Act and related court decisions.

Sexual harassment in any form toward an employee (worker) by another employee or a non-employee (e.g. student, parent, vendor, visitor) will not be tolerated. Employees (workers) who believe that they have been or are being sexually harassed will inform the harasser that the behavior must stop immediately and, if continued, will be reported to school and/or church authorities. Any employee (worker) who believes that he or she has been subjected to repeated or abusive sexual harassment shall report the conduct to the school administrator (or pastor) who will arrange investigation of the incident and will present the investigated incident to the Board of Christian School. The Board will decide the appropriate action the situation warrants. This could include termination of employment, contract, or enrollment. It is the responsibility of each employee (worker) and non-employee to respect the rights of others.