



# HARASSMENT POLICY

## Purpose

Bonneville Academy is committed to providing a work and educational environment free from all forms of unlawful harassment. This policy ensures compliance with Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Utah Antidiscrimination Act, and USBE Rule R277-322.

## Definition of Harassment

Harassment includes any unwelcome conduct based on race, color, religion, sex (including pregnancy), national origin, age, disability, sexual orientation, gender identity, or any other protected characteristic that interferes with an individual's work or academic performance or creates an intimidating, hostile, or offensive environment.

## Types of Harassment

- Verbal conduct such as threats, derogatory comments, or slurs.
- Visual conduct such as derogatory posters, photographs, cartoons, drawings, or gestures.
- Physical conduct including assault, unwanted touching, or blocking movement.
- Retaliation for reporting or threatening to report harassment.
- Quid pro quo harassment, where employment or educational benefits are conditioned on submission to sexual advances.

## Reporting and Complaint Procedure

Employees or students who believe they have been harassed should promptly report the incident to the School Director or another designated school administrator. If the complaint involves the Director, the report may be made directly to the Board of Directors.

All complaints will be taken seriously and investigated promptly and impartially. Confidentiality will be maintained to the extent possible. No retaliation will be tolerated against individuals who report harassment or participate in investigations.





## Corrective Action

If harassment is found to have occurred, Bonneville Academy will take appropriate corrective action, up to and including termination of employment or expulsion from school. Corrective measures will be designed to prevent recurrence.

## Legal References

- Title VII of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- Utah Antidiscrimination Act (Utah Code §34A-5)
- USBE Rule R277-322: LEA Code of Conduct
- Equal Employment Opportunity Commission (EEOC) Guidelines

