



# CORVALLIS SCHOOL DISTRICT 509J PREVENTING SEXUAL HARASSMENT

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## What is Sexual Harassment?

*Sexual harassment is any unwelcome and unwanted sexual behavior—verbal, nonverbal, or physical.*

- Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive working or learning environment.
- Submission to or rejection of such conduct is used as the basis for employment or academic decisions.
- Submission to such conduct is made either explicitly or implicitly a requirement of employment or a requirement for participation in an academic program or activity.

### Examples may include:

- Petting, pinching, grabbing.
- Making indecent or obscene gestures.
- Sexually suggestive or insulting sounds.
- Brushing or pressing against someone in a sexual way.
- Blocking or cornering someone in a sexual way.
- Sexual innuendoes, comments, or sexist remarks about clothing, body, or sexual activity.
- Verbal sexual abuse disguised as humor.
- Displaying or handing out sexual photographs, illustrations, or cartoons.
- Coercing, intimidating, or pressuring someone to go on a date or to have sex.
- Making someone the target of sexual rumors.
- Disparaging remarks about one's gender.

## What Can You Do?

**Prevention**—Know your rights! Understand you are legally entitled to a work and learning environment free of sexual harassment.

- State your position clearly. If you are not interested, say "no."
- Don't accept sexist comments or jokes as "the way things are." Tell people when you find their actions or language inappropriate.
- Beware of undue attention, unusual behavior, or offers.

*If you become the target of unwanted sexual attention or behavior . . .*

- **Respond** to the problem. Make your feelings absolutely clear. Tell the harasser the advances are unwanted and you want them to stop, and/or write to the harasser (keep a copy) to state that you view the behavior as sexual harassment and you will report these actions if they continue.
- **Confront** the alleged harasser with someone else present if you would feel more comfortable. Ask a witness to hear you say "No!"
- **Record** the dates, times, places, and specifics of each incident, including who might have observed the incident or your reactions.
- **Report** continuing harassment.

## Who Can Assist You?

Make an appointment to see your immediate Supervisor or Human Resources to discuss the situation with you, and advise you of the available options. If the problem cannot be resolved, and you so desire, a formal complaint may be filed. In Corvallis School District 509J sexual harassment of any employee or student will not be tolerated. (See Board Policy GBN/JBA—Sexual Harassment)