

Kwiyagat Community Academy

Sexual Harassment Policy

KCA is committed to a learning and working environment that is free from sexual harassment. It shall be a violation of policy for any member of the district staff to harass another staff member or student through conduct or communications of a sexual nature.

Sexual harassment is recognized as a form of sex discrimination and thus a violation of the laws which prohibit sex discrimination.

Sexual harassment committed by an employee of KCA in the course of employment shall be deemed a breach of duty, and as such, shall subject the offending employee to disciplinary action. This policy similarly applies to non-employee volunteers or any other persons who work subject to the control of school authorities.

Any conduct of a sexual nature directed toward students by teachers or others to whom this policy applies, shall be presumed to be unwelcome.

Mandatory training will be completed by each employee, signed and placed in personnel file.

Sexual harassment prohibited

For purposes of this policy, unwelcome sexual advances, requests for sexual favors, or other unwelcome conduct of a sexual nature constitutes sexual harassment if:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of a person's employment or educational development.
2. Submission to or rejection of such conduct by an individual is used as the basis for employment or education decisions affecting such individual.
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating, hostile or offensive working or educational environment.

The prohibition against sexual harassment applies whether the harassment is between people of the same or different gender.

Sexual harassment as defined above may include but is not limited to:

1. Sex-oriented verbal "kidding," abuse or harassment.
2. Pressure for sexual activity.
3. Repeated remarks to a person with sexual implications.
4. Unwelcome touching, such as patting, pinching or constant brushing against another's body.

5. Suggesting or demanding sexual involvement, accompanied by implied or explicit threats concerning one's grades, employment status or similar personal concerns.
6. Sexual violence.

Title 9

It is the policy of Kwiyyagat Community Academy is to provide a safe work environment, to recruit, hire, train, educate, promote, and administer all personnel and provide a safe learning environment and to operate the school and implement all instructional programs and actions, without regard to race, creed, color, religion, sex, sexual orientation, transgender status, age, national origin, ancestry, disability, need for special education services, marital status, or public assistance, or any other protected class. We will not tolerate any discrimination, and any such conduct is prohibited. The school also prohibits any form of discipline or retaliation for reporting incidents.

If you have a complaint about discrimination or harassment as it pertains to SCHOOL, please contact one of the coordinators below.

Americans with Disabilities Act (ADA), Section 504 Coordinator, Dan Porter, Dporter@utekca.org

(970)238-6716

In case of grievances relating to allegations of harassment or discrimination separate from or inclusive of Title IX*, the individual should bring the allegations to Director of Human Resources at the Ute Mountain Ute Tribe, currently Morgan Jannot Mjannot@utemountain.org or 970-565-3751 (reference Section 8 Grievances: Ute Mountain Ute Tribal Personnel Policy) (Reference Chapter 5, "Policy Against Sexual Harassment") Ute Mountain Ute Team Member Handbook)