



**DISTRICT POLICY AGAINST SEXUAL HARASSMENT, DISCRIMINATION AND HARASSMENT
BASED UPON RACE, COLOR, SEX, AGE, RELIGION, MARTIAL STATUS, DISABILITY, NATIONAL
ORIGIN, SOCIO-ECONOMIC STATUS, SEXUAL HARASSMENT, and VIOLENCE**

1. Everyone in the Monroe County School District has the right to feel respected and safe. Consequently, we want you to know about our policy to prevent sexual harassment, discrimination and harassment because of race, color, gender, age, religion, marital status, disability, national origin, socio-economic status or sexual orientation.

2. A harasser may be a student or school personnel. Harassment/Discrimination may include the following when related to unwanted sexual overtures, race, gender, age, religion, marital status, disability, national origin, socio-economic status or sexual orientation:

- Name calling
- Offensive graffiti
- Offensive notes or cartoon
- Unwelcome touching of a person or their clothing
- Offensive graphic posters or book covers; or
- Violent acts

3. If any words make you feel uncomfortable or fearful, you need to tell a teacher, supervisor, the principal or Director of Human Resources.

4. You must make a written report. There is a form available in the school office, or you may request one from the Human Resource Department (305-293-1400 x331). This should be given to your teacher, principal, supervisor, or Director of Human Resources. If there is anything that makes it difficult for you to complete the form alone, you should get assistance from one of the above named school personnel.

1. Your right to privacy will be respected as much as possible.
2. We take seriously all reports of harassment, discrimination and violence and will take all appropriate action to investigate such claims in order to eliminate that harassment/discrimination, and to discipline any persons found to have engaged in such conduct.

3. The School District will also take action if anyone tries to intimidate you or take action to harm you because you made such a report.

4. This is only a summary of this District's policy against the forms of harassment and discrimination listed herein. A complete copy of the policy is available in the Human Resources Department and is available upon request.

SEXUAL HARASSMENT, DISCRIMINATION AND HARASSMENT BASED ON RACE, COLOR, GENDER, AGE, RELIGION, MARITAL STATUS, DISABILITY, NATIONAL ORIGIN, SOCIO-ECONOMIC STATUS OR SEXUAL ORIENTATION ARE AGAINST THE LAW. DISCRIMINATION IS AGAINST THE LAW.

Contact: Dr. Ramon M. Dawkins,

Executive Director, Human Resources

241 Trumbo Road

Key West, FL 33040

PH: 305-293-1400 Ext. 332

I have read and I understand the policy summary described in this document, and have been informed that a full copy of this policy is available both within the School Board Policy book as well as in the Office of Human Resources, 241 Trumbo Road, Key west, Florida 33040.

PRINT NAME

SIGN NAME

DATE