
Subject: SEXUAL HARASSMENT

1. The Rocky Mountain Risk Insurance Group and its member districts are to follow the guidelines set forth in Title VII of the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972. In this regard, each member district is strongly encouraged to adopt policies and procedures to assure a working and learning environment that is free from sexual harassment.

2. It is recommended that notice of the district's policy on sexual harassment should be circulated to all schools and departments in the district for its incorporation in student and employee handbooks, or by distribution in some other manner reasonably to ensure that students and employees receive notice of this policy.

3. In the event a member district has not established and implemented policies and guidelines as identified above, the Board may, at the request of the district or in its own discretion, establish such policies and guidelines on behalf of the district.

LEGAL REF: Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e *et seq.*
Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 *et seq.*
C.R.S. 24-34-301 *et seq.* (Colorado Civil Rights Division procedures)
C.R.S. 24-34-401 *et seq.* (discriminatory and unfair employment practices)