

Section G:

**Human
Resources**

Knox County Board of Education Policy

Descriptor Term:

Harassment of Employees

Descriptor Code:

G-220

Issued:

7/95

Reviewed:

2/24

Revised:

5/23

1
2 Knox County Schools does not discriminate in its programs or employment practices nor does it tolerate
3 harassment for any reason including, but not limited to, harassment on the basis of age, actual or perceived
4 gender, sexual orientation, national origin, disability, religion, race, color, genetics, veteran status or any
5 other federally identified protected area. Harassment by any employee will not be tolerated. Harassment
6 is defined as conduct, advances, gestures or words of a nature which:

- 7
8 1. Unreasonably interfere with an individual's work or performance;
9
10 2. Create an intimidating, hostile or offensive work environment;
11
12 3. Imply that submission to such conduct is made an explicit or implicit term of employment;
13
14 4. Imply that submission to or rejection of such conduct will be used as a basis for an employment
15 decision affecting the harassed employee.¹
16

17 Victims of harassment should report these conditions to the appropriate school administrator, the
18 Executive Director of Human Resources, or the Office of the Director of Schools. Inquiries concerning
19 Title IX may be referred to the Title IX Coordinator or to the United States Department of Education's
20 Office for Civil Rights. No reprisals or retaliation shall occur as a result of good faith reporting of charges
21 of harassment and effort will be made to maintain confidentiality.
22

23 In determining whether alleged conduct constitutes harassment, all of the circumstances, including the
24 nature of the conduct and the context in which the alleged conduct occurred, will be investigated. The
25 Director of Schools and/or the Director's designee shall be responsible for investigating all complaints of
26 harassment. If satisfactory resolution of any complaint is not reached, the complainant may refer the
27 matter to the Board.
28

29 Any employee found to have engaged in harassment shall be subject to sanctions, including, but not
30 limited to, warning, suspension, or termination.
31

32 Harassment of student policies can be found at J-210 and J-211.
33
34
35
36
37
38
39
40
41
42

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49

Legal Reference:

1. Title 7. 1964 Civil Rights Act.

Cross References:

- Knox County Board of Education Policy C-260 Sexual Harassment and Sex-Based Discrimination.
- Knox County Board of Education Policy J-210 Harassment of Students.
- Knox County Board of Education Policy J-211 Harassment, Intimidation and Bullying and Cyber-Bullying.

Approved as to Legal Form
By Knox County Law Director 3/27/2023
/Gary T. Dupler/Deputy Law Director