Competencies

K2  Knowledge and understanding of the Americans with Disabilities Act (ADA), Individuals with Disabilities Education Act (IDEA), confidentiality, vulnerable adult status, and mandated reporter responsibilities.

K5  Knowledge of the child labor laws, Occupational Safety and Health Administration (OSHA), safety, harassment issues, material handling, and Minnesota Employee Worker Rights.

S12  Ability to recognize emergency situations and implement appropriate procedures.

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Your District’s Sexual Harassment Policy

(Lesson 6)

When you are working as a job coach, it is important for you to be aware of the sexual harassment policy in your school district. If you are currently working in a school district, ask for a copy of the district’s harassment policy and regulations, and read it carefully. If you are not currently working in a school district, do an internet search for the harassment policy of a school district in which you would like to work. You will most likely find it in the district web site’s School Board Policy section.

After reading the district’s harassment policy, answer the following questions.

Questions

a. What types of harassment are addressed in the policy?
b. How is harassment defined?

c. What does the policy say about reporting instances of harassment?

d. How are reported instances of harassment investigated by the school district?

e. What type of action will the school district take if there is evidence that harassment has occurred?