



## Zero Tolerance for Sexual Abuse and Sexual Harassment

SLS Teach maintains a zero-tolerance policy regarding sexual abuse and sexual harassment and shall not tolerate abuse or harassment toward students or employees. Please note that contractors, subcontractors, volunteers and seasonal staff persons are considered employees for the purposes of this zero-tolerance policy.

- A. The following conduct is strictly prohibited:
  - 1. Sexual abuse by contact or non-contact, sexual harassment, physical abuse, emotional abuse, neglect, or exploitation by any individual having contact with a student or employee.
  - 2. Sexual harassment of one student or employee by another student or employee.
  - 3. The violation of any professional code of ethics or code of conduct, with regard to sexual abuse or sexual harassment, by any individual, who provides services to or has contact with students.
- B. SLS Teach's zero-tolerance policy and practices provides for administrative and/or criminal disciplinary sanctions:
  - 1. The following conduct, when determined by investigation to have violated department policy, will result in termination upon final administrative review:
    - a. Engaging in actual or attempted sexually abusive contact with a student;
    - b. Engaging in the actual or attempted penetration of a student;
    - c. Engaging in actual or attempted sexual harassment of a student;
    - d. A criminal finding of guilt made for actual or attempted sexually abusive contact with a student;
    - e. A criminal finding of guilt made for actual or attempted penetration of a student;
    - f. Failing to report an incident of sexual abuse in accordance with the Code of Conduct;
    - g. Retaliating against students or other employees who have reported sexual abuse or sexual harassment;
    - h. Disclosing sexual abuse or sexual harassment allegation information to anyone other than persons who need to know in order to make administrative and/or legal decisions; or
  - 2. Any incident or conduct that may constitute a criminal offense shall be referred to law enforcement for investigation and prosecution, regardless of whether an alleged perpetrator is an employee who is terminated or has resigned from employment, is a contractor, volunteer, or seasonal employee who no longer provides services or is another student.

The imposing of disciplinary sanctions does not remove the requirement to report an incident of conduct that constitutes, or may constitute, a criminal offense to law enforcement for investigation and prosecution.

A. Disciplinary Sanctions for Employees:

1. Termination shall be presumed disciplinary action for employees found to have engaged in sexual abuse or sexual harassment or for retaliating against a student or employee for having reported sexual abuse or sexual harassment or for cooperating with such investigations.
  - a. For termination of employment for a violation of SLS Teach’s policies relating to sexual abuse and sexual harassment, or resignations by employees who would have been terminated if not for their resignation, SLS Teach Management shall notify law enforcement unless the activity was clearly not criminal.

B. Sanctions for Contractors:

1. When a contract service provider is found to have engaged in sexual abuse or sexual harassment or for retaliating against a resident or staff member for having reported sexual abuse or sexual harassment or for cooperating with such investigations, the resulting sanction shall be termination of the contract.
2. Terminations of contract for violation of SLS Teach’s policies relating to sexual abuse and sexual harassment, SLS Teach Management shall notify law enforcement unless the activity was clearly not criminal and relevant professional licensing agencies.

C. Sanctions for Volunteers and Seasonal Staff:

1. When a volunteer or seasonal staff person is found to have engaged in sexual abuse or sexual harassment or for retaliating against a student or employee for having reported sexual abuse or sexual harassment or cooperating with such investigations, the volunteer or seasonal staff person shall be prohibited from continued service to the organization.
2. Terminations of service for volunteers and seasonal staff persons for violation of SLS Teach’s policies relating to sexual abuse and sexual harassment, SLS Teach management shall notify law enforcement unless the activity was clearly not criminal and relevant professional licensing agencies.