



SEXUAL HARASSMENT

Sexual Harassment will not be tolerated at Scottsdale Christian Academy. The policy is as follows:

It is against Scottsdale Christian Academy policy to harass or to discriminate against any member of the school community for sexually motivated reason. Such actions have no place at Scottsdale Christian Academy. Such conduct will not be tolerated by Scottsdale Christian Academy and will subject persons who engage in such conduct to severe disciplinary action.

Sexual harassment shall be defined as “unwelcome sexual advancements, request for sexual favors, and other verbal or physical conduct of a sexual nature when:

- a. submission to such conduct is made explicitly or implicitly a term or condition of an individual's employment or classroom evaluation;
- b. submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting the status of the individual;
- c. such conduct has the purpose or effect of unreasonably interfering with an individual's work or classroom performance, or creating an intimidation, hostile, or offensive work or academic environment.”

Scottsdale Christian Academy requires the prompt reporting of such harassment or discrimination and will not tolerate withholding any information any person has of any such incident. Prompt resolution, through either informal or formal procedures, of any such reports will be accomplished. In addition, Scottsdale Christian Academy takes steps to encourage the development of programs designed to inform employees of their rights to be free from sexual harassment and the procedures available for reporting such actions. Programs will also be developed and directed toward preventing sexual harassment.

Sexual Harassment complaint forms are available in all school-level offices.



SEXUAL MISCONDUCT

Improper relationships, in addition to those characterized in the Sexual Harassment section, have no place at Scottsdale Christian Academy. The possibility of improper relationships developing exists in each and every type of relationship. A few specific areas and words of caution are as follows:

Student with Student---Obviously, improper sexual relationships between students will not be tolerated. Furthermore, student relationships characterized by an unacceptable public (or private) display of affection will not be tolerated. Sexual misconduct includes unacceptable words, actions, and forms of inappropriate expression (e.g., immodest dress). Students must clearly understand that our resolve is firm in providing a learning environment free from distracting, and undesirable sexually-related behavior.

Student with Employee---All relationships between students and faculty/staff members should be proper and professional. All SCA employees must refrain from any words or actions that have even a remote chance of being viewed or interpreted as sexual misconduct. In other words, let your words and actions glorify Jesus Christ. In addition, social media interactions with students should not take place outside of our own Learning Management System that is academically relevant.

Take inventory of how you relate to students. Are you too friendly, too casual, or too relevant? Does your personality and disposition lend itself to physical relationships with students (i.e., unsolicited or inappropriate touching, hugging, etc.)? If so, it is critically important that you make immediate behavior adjustments, regardless of whether or not you agree with the philosophical necessity of doing so.

Employee with Employee---Relations between employees should be governed by most of the same provisions and precautions that govern student-employee relationships. While mature adults may relate to each other in ways that are comfortable to both parties, the key to such relationships is knowing what is comfortable, and therefore, acceptable. In no case should employee-employee relationships be of a questionable moral nature.

Because this can sound ambiguous or may contain gray areas subject to interpretation, your behavior should pass not only your own test, but also the test of the other employee(s), the test of SCA, and the test of the beholder.

Parent with Student---If there is any suspicion of a student being a victim of sexual misconduct, even when such misconduct is perpetrated by their parents, all SCA employees should report any knowledge or rumors of such misconduct to members of the supervisory staff. As mandatory reporters, they should notify the appropriate child protective services agency for our area.