

Rocky Mountain Risk Insurance Group/Rocky Mountain Risk

POLICY NO. A-7

DATE: November 11, 2020

Subject: SEXUAL HARASSMENT

1. The Rocky Mountain Risk Insurance Group and Rocky Mountain Risk 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.

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)