

Colorado District
Sexual Harassment Policy
Last Updated: Feb 6th, 2024

The sexual harassment of our officials is wrong and damaging to both morale and productivity. It is Colorado District policy to prohibit sexual harassment absolutely and totally. Any officials or supervisors who engage in such conduct violate their responsibilities to the Colorado District and run the risk of adversely affecting their future opportunities and possibly losing their jobs. Because sexual harassment interferes with work performance; creates an intimidating, hostile, or offensive work environment; influences or tends to affect the career, salary, working conditions, responsibilities, duties, or other aspects of career development of an employee or prospective employee; or creates an explicit or implicit term or condition of an individual's employment, it will not be tolerated.

While it is not easy to define sexual harassment precisely, the term clearly includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when: (1) submission to such conduct is explicitly or implicitly made a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of interfering with an individual's work performance or creating an offensive or hostile work environment.

Sexual advances by officials toward the people who work for them are especially troublesome, because of the power Colorado District has placed in the supervisor's hand over the careers of subordinates. For this reason, Colorado District considers all proposals or advances of a sexual nature to subordinates to be harassment and contrary to its policy.

Colorado District has established a procedure for dealing with sexual harassment swiftly and effectively. Any official who feels that he or she has been sexually harassed should report the matter immediately to their immediate Director or to the District Superintendent. A complaint against the District Superintendent should be reported to the District Secretary. The individual must make a written statement of the complaint. The matter will be fully investigated and the identity of the complaining party will be kept in strictest confidence to the extent possible. If the charges have merit, appropriate corrective action, ranging from reprimand to discharge, will be imposed. Officials are earnestly encouraged to utilize this procedure whenever they feel they might have a sexual harassment problem so that

management can properly protect the workplace for everyone. No official will be retaliated against for reporting an unlawful harassment matter or complaint, or for participating in the Colorado District's investigation of any such complaint.

Approved this 6th day of February 2024 in a qualified meeting of the District Board of the *Colorado District*].

District Superintendent:
Marney M. Turpin



District Secretary-Treasurer:
Terry L. Plummer



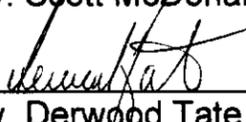
Board Members:



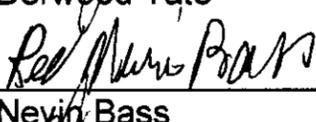
Rev. Tony Bohrer



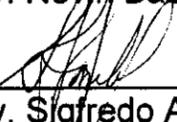
Rev. Scott McDonald



Rev. Derwood Tate



Rev. Nevin Bass



Rev. Sigfredo Ayala