



How to Investigate a Claim of Employee Sexual Harassment

Important: Liability for the school district for sexual harassment will attach upon notice of the problem. The one way to minimize exposure is to complete a thorough, timely investigation, and take appropriate action based upon the investigation.

The Investigator(s)

At least one investigator must be of the same or higher institutional rank than the alleged harasser. It is preferable to have at least one male and one female interviewer available throughout the investigation. The interviewers must have complete autonomy.

The Complainant

The initial charge must be placed in writing by the complainant, signed and dated. It is important to obtain permission from the charging party to use the charging party's name with the person accused, if necessary.

A sufficient amount of time should be set aside for the initial interview. The complainant usually is embarrassed or angry about the situation. As the goal is to get as complete a statement as possible, and all the facts, a relaxed, deliberate interview will indicate the importance and establish a feel of sensitivity which will enable the complainant to feel comfortable discussing the situation.

The following questions should be asked:

- What happened?
- Who was present?
- Where and when did it happen?
- Who said what?
- How did the complainant react to what was said/done?
- Who else knows about what happened?
- How do they know?
- How soon after the incident did the complainant tell someone else what happened?

A successful interview will sift through opinions and speculation, and end with a good synopsis of the facts. Attempt to obtain the actual words used by each person whenever

Sexual Harassment Investigation Training Guide

**United States. Congress. Senate.
Committee on Governmental Affairs**

Sexual Harassment Investigation Training Guide:

Sexual Harassment Investigation Training Guide Matthew B. Stuart, 1991 **School Bullying** Mary Jo McGrath, 2007

There are many books and state federal publications on bullying however the integration of legal mandates and guidelines with direct application is quite rare This text offers a valuable and unique cross discipline resource with its thorough review of legislative precedents Diana Joyce School Psychologist University of Florida Educators rarely receive this kind of detailed legal information in their graduate school studies When people purchase this book it will be like having their own lawyer sitting right next to them Steve Hutton Professional Development Specialist Mayerson Academy Cincinnati OH Take legally sound steps to create a school environment that is safe for all students Every hour of every day students experience bullying and harassment at school by their peers The immediate and long term impact on the victims learning capabilities emotional health and self esteem is staggering School Bullying Tools for Avoiding Harm and Liability tackles this critical problem with an easy to use framework that guides educators in using constructive thinking listening and speaking to take effective action The McGrath SUCCEED System outlined in this excellent text offers school leaders tools to create lasting legally based and ethically sound approaches to dealing with and preventing bullying in schools This proven method covers both the content and context of bullying You ll be able to address these issues Distinguishing bullying from acceptable student behavior Applying legally appropriate procedures and maintaining proper documentation Acting with honesty compassion and accountability Fostering trust respect understanding and a commitment to growth Offering practices that put fundamental ethical principles into action This resource is vital to all schools providing not only step by step procedures but also practical tools for investigating bullying situations and communicating effectively with students parents teachers staff and the community **Sexual Harassment in Employment Investigator's Guidebook** Marilyn I. Pearman, Mary T. Lebrato, 1984

The Essential Guide to Workplace Investigations Lisa Guerin, 2025-06-01 Learn how to conduct a complete and fair workplace investigation Workplace complaints carry serious legal and financial risks to a company so it s essential to act fast when you receive an employee complaint But an ineffective or poorly handled investigation can land your company in even more trouble than not performing one at all It s more important than ever to ensure your investigation is complete impartial and timely The Essential Guide to Workplace Investigations shows you how to legally and successfully investigate and resolve any type of complaint or problem It covers common issues such as harassment discrimination violence drug and alcohol use and theft The book guides you through each step of an effective investigation including deciding whether to investigate planning an investigation interviewing witnesses gathering and evaluating evidence documenting the investigation and more

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Sexual Harassment Mary Jo McGrath,McGrath Systems, Inc,1996 **The Principal's Quick-Reference Guide to School Law** Robert F. Hachiya,Robert J. Shoop,Dennis R. Dunklee,2014-04-10 Minimize site based risk while respecting the legal rights of students staff and parents Principals deal with complicated and potentially damaging legal issues every day and now there s an accurate accessible tool written in plain English that can give administrators the information they need to do their jobs while minimizing legal risk Dennis R Dunklee and Robert J Shoop recognized school law experts provide additional programmatic guidance for other school district personnel management cues and risk management guidelines a comprehensive index additional references to landmark court cases coverage of the No Child Left Behind Act and information on state created danger and deliberate indifference This new edition helps school administrators quickly find important legal guidance for issues that include Staff selection and evaluation Student rights and discipline Special education and the reauthorized IDEA Copyright law Search and seizure Sexual harassment and sexual exploitation and many more This essential desk reference offers a straightforward resource on translating school law into practice and can be used as a day to day reference guide or a comprehensive overview of school law today **The Law of Higher Education, A Comprehensive Guide to Legal Implications of Administrative Decision Making** William A. Kaplin,Barbara A. Lee,Neal H. Hutchens,Jacob H. Rooksby,2019-04-01 Your must have resource on the law of higher education Written by recognized experts in the field the latest edition of The Law of Higher Education Vol 1 offers college administrators legal counsel and researchers with the most up to date comprehensive coverage of the legal implications of administrative decision making In the increasingly litigious environment of higher education William A Kaplin and Barbara A Lee s clear cogent and contextualized legal guide proves more and more indispensable every year Two new authors Neal H Hutchens and Jacob H Rooksby have joined the Kaplin and Lee team to provide additional coverage of important developments in higher education law From hate speech to student suicide from intellectual property developments to issues involving FERPA this comprehensive resource helps ensure you re ready for anything that may come your way Includes new material since publication of the previous edition Covers Title IX developments and intellectual property Explores new protections for gay and transgender students and employees Delves into free speech rights of faculty and students in public universities Expands the discussion of faculty academic freedom student academic freedom and institutional academic freedom Part of a 2 volume set If this book isn t on your shelf it needs to be **Affirmative Employment Plan for Equal Employment Opportunity**

New York (N.Y.). Department of Personnel,1992 *Coordinated Compliance Review Training Guide* California Department of Education,2004-04-08 *Practitioner's Handbook of Risk Management for Water & Wastewater Systems* Gordon Graham,Paul Fuller,2021-11-23 Real risk management is predicated on the eventuality of human erratism and therefore necessitates the design of resilient systems such as control measures policies procedures processes rules checklists and protocols to protect organizations against unpredictability However these systems aren t enough to prevent tragedies they must be paired with an organizational culture that drives employee understanding adherence questioning and enforcement of these systems Success is conditioned on this interdependent relationship meaning employees do the right thing the right way every time as they unequivocally support the underlying rationale of their organizational systems mission and purpose This dynamic inculcated way of thinking is intrinsic to high reliability organizations and should be the aspiration of all executives managers and supervisors Authors Gordon Graham and Paul Fuller impart a wide range of practical information on resilient systems as these thoughtfully designed protocols kept up to date and properly implemented serve to minimize organizational risk in the water and wastewater industry Features Offers guidance for organizations to maximize service enhance safety and minimize liability Presents fundamental background on risk systems risk management as well as factors leading to industrial tragedies and how to avoid or mitigate them Includes practical examples to demonstrate the necessary steps to transform a water facility into a highly reliable and safe organization Centering on organizational risk management Practitioner s Handbook of Risk Management for Water Wastewater Systems provides the investigative tools for risk assessments and risk frequency matrixes to effectively recognize and prioritize the thousands of risks facing professionals working in the water and wastewater industry today *The Principal's Quick-Reference Guide to School Law* Dennis R. Dunklee,Robert J. Shoop,2006-04-05 The authors have taken a topic which could cover volumes and produced a concise easily understood desk reference which I have already used on the job Stephen Harding Principal Terry High School MS Minimize site based risk while respecting the legal rights of students staff and parents Principals deal with complicated and potentially damaging legal issues every day and now there s an accurate accessible tool written in plain English that can give administrators the information they need to do their jobs while minimizing legal risk While retaining the reader friendly format from their first edition Dennis R Dunklee and Robert J Shoop recognized school law experts provide additional programmatic guidance for other school district personnel management cues and risk management guidelines a comprehensive index additional references to landmark court cases coverage of the No Child Left Behind Act and information on state created danger and deliberate indifference This second edition helps school administrators quickly find important legal guidance for issues that include Staff selection and evaluation Student rights and discipline Special education and the reauthorized IDEA Copyright law Search and seizure Sexual harassment and sexual exploitation And many more This essential desk reference offers a straightforward resource on translating school law into practice and can be used as a day to day reference guide or a

comprehensive overview of school law today **Department of Defense Authorization for Appropriations for Fiscal Year 2015 and the Future Years Defense Program, Part 1, February 27: March 5, 6, 13, 25, 27; April 3, 8, 10, 29, 30, 2014, 113-2 ,2015 Department of Defense Authorization for Appropriations for Fiscal Year 2015 and the Future Years Defense Program: U.S. Strategic Command and U.S. Cyber Command; Military posture; U.S. Central Command and U.S. Africa Command; U.S. Northern Command and U.S. Southern Command; U.S. Pacific Command and U.S. Forces Korea; Navy Posture; Army Posture; Army active and reserve force mix; Air Force posture; Recommendations of the National Commission on the Structure of the Air Force; Reform of the Defense Acquisition System** United States. Congress. Senate. Committee on Armed Services,2015 **Department of Defense Authorization for Appropriations for Fiscal Year 2015 and the Future Years Defense Program** United States. Congress. Senate. Committee on Armed Services,2015 **California Penal Code 2016 Book 2 of 2** John

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