



## 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

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## **Sexual Harassment Investigation Training Guide:**

*Sexual Harassment Investigation Training Guide* Matthew B. Stuart, 1991      **Complete Guide to Human Resources and the Law, 2021 Edition** Dana Shilling, 2020-08-05 The Complete Guide to Human Resources and the Law will help you navigate complex and potentially costly Human Resources issues You'll know what to do and what not to do to avoid costly mistakes or oversights confront HR problems legally and effectively and understand the rules The Complete Guide to Human Resources and the Law offers fast dependable plain English legal guidance for HR related situations from ADA accommodation diversity training and privacy issues to hiring and termination employee benefit plans compensation and recordkeeping It brings you the most up to date information as well as practical tips and checklists in a well organized easy to use resource      *The Effective Security Officer's Training Manual* Ralph Brislin, 2014-03-22 The Effective Security Officer's Training Manual Third Edition teaches today's security officers the most important aspects of performing the job of a security officer professionally and effectively Training is the most important element in becoming a professional security officer but it is also often overlooked or underutilized This straightforward easy to follow and well organized text covers the essentials that security officers need as they face issues of growing technology and an emphasis on proactiveness and vigilance The Effective Security Officer's Training Manual Third Edition also covers many topics of current concern such as sexual harassment crowd control cultural diversity persons with special needs new technologies and much more With discussion questions at the end of every chapter and a full ancillary package accompanying the text this manual is a comprehensive tool for developing a career as a successful and trusted professional security officer Meets ASIS International's guidelines for Private Security Officer Selection and Training Addresses the latest technological advancements that impact how today's security officers do their jobs Discusses the increased role security officers have in observing and reporting suspicious activities and events Includes end of chapter discussion questions to enhance understanding      [Guide to Training Opportunities](#) , 1984      **Guide to Training and Development Services** , 1994      [Coordinated Compliance Review Training Guide 2003-2004](#) California Department of Education, 2004-07-17      *Sexual Harassment in Employment Investigator's Guidebook* Marilyn I. Pearman, Mary T. Lebrato, 1984      *Handbook for Achieving Gender Equity Through Education* Susan S. Klein, Barbara Richardson, Dolores A. Grayson, Lynn H. Fox, Cheris Kramarae, Diane S. Pollard, Carol Anne Dwyer, 2014-05-22 First published in 1985 the Handbook for Achieving Gender Equity Through Education quickly established itself as the essential reference work concerning gender equity in education This new expanded edition provides a 20 year retrospective of the field one that has the great advantage of documenting U S national data on the gains and losses in the efforts to advance gender equality through policies such as Title IX the landmark federal law prohibiting sex discrimination in education equity programs and research Key features include Expertise Like its predecessor over 200 expert authors and reviewers provide accurate consensus research based information on the nature of gender equity challenges and what is

needed to meet them at all levels of education Content Area Focus The analysis of gender equity within specific curriculum areas has been expanded from 6 to 10 chapters including mathematics science and engineering Global Diversity Focus Global gender equity is addressed in a separate chapter as well as in numerous other chapters The expanded section on gender equity strategies for diverse populations contains seven chapters on African Americans Latina os Asian and Pacific Island Americans American Indians gifted students students with disabilities and lesbian gay bisexual and transgender students Action Oriented All chapters contain practical recommendations for making education activities and outcomes more gender equitable A final chapter consolidates individual chapter recommendations for educators policymakers and researchers to achieve gender equity in and through education New Material Expanded from 25 to 31 chapters this new edition includes more emphasis on male gender equity and on sexuality issues special within population gender equity challenges race ability and disability etc coeducation and single sex education increased use of rigorous research strategies such as meta analysis showing more sex similarities and fewer sex differences and of evaluations of implementation programs technology and gender equity is now treated in three chapters women s and gender studies communication skills relating to English bilingual and foreign language learning and history and implementation of Title IX and other federal and state policies Since there is so much misleading information about gender equity and education this Handbook will be essential for anyone who wants accurate research based information on controversial gender equity issues journalists policy makers teachers Title IX coordinators equity trainers women s and gender study faculty students and parents 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 FloridaEducators 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 OHTake 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

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[Recruiting & Retaining Women](#) ,2001

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## Reviewing **Sexual Harabment Investigation Training Guide**: Unlocking the Spellbinding Force of Linguistics

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