



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

California Department of Education

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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 Latinas/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

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

Coordinated Compliance Review Training Guide California Department of Education,2004-04-08

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 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

Civil Rights Investigations Under the Workforce Investment Act and Other Title VI-Related Laws Seena K. Foster,2011-08-15 Equal Opportunity is the Law FIVE STAR RATINGS the most thorough and the best product on the market an eye opening learning experience could be used as a stand alone in training sessions an excellent reference

book an invaluable resource for its target audience of professionals who must respond to complaints of discrimination In Civil Rights Investigations Ms Foster assembles a tremendous amount of information presents it in an organized and easy to understand format and delivers it to you along with practical and useful guidance Whether you are a novice or expert this book is a truly exceptional resource that takes you step by step through the investigative process And the teachings offered are applicable to any discrimination complaint investigation Starting with the basics of knowing whether you have a complaint and authority to investigate it to navigating more in depth concepts such as understanding the burdens of the parties properly framing the issues of an investigation developing a complaint investigation plan interviewing witnesses analyzing conflicting evidence and writing final determinations Civil Rights Investigations is with you each step of the way providing insights tips and examples A wide array of discriminatory bases is explored including race color national origin gender sexual harassment religion disability political affiliation citizenship and age And the book contains sample interrogatories covering numerous adverse actions in government programs such as denial of access denial of training denial of services denial of benefits and denial of proposals or bids Other sample interrogatories address adverse actions in the workplace including sexual harassment reasonable accommodation retaliation termination non selection non promotion adverse performance appraisals and damages Simply put Civil Rights Investigations is a top of the line resource for any public or private sector equal opportunity professional *The Federal Employee Fairness Act--S. 404* United States.

Congress. Senate. Committee on Governmental Affairs,1994 **Sexual Harassment in Employment Investigator's Guidebook** Marilyn I. Pearman,Mary T. Lebrato,1984 **ALI-ABA's Practice Checklist Manual on Advising Business Clients III** ,2004 The CD ROM includes the entire contents of the Manual **Risk Management Handbook for Health Care Organizations, 3 Volume Set** ,2011-01-06 Continuing its superiority in the health care risk management field this

sixth edition of The Risk Management Handbook for Health Care Organizations is written by the key practitioners and consultant in the field It contains more practical chapters and health care examples and additional material on methods and techniques of risk reduction and management It also revises the structure of the previous edition and focuses on operational and organizational structure rather than risk areas and functions The three volumes are written using a practical and user friendly approach *Sexual Harassment* Mary Jo McGrath,McGrath Systems, Inc,1996 *Resources in Education* ,1999-10

Mandated Benefits 2019 Compliance Guide (IL) Buckley,2018-12-26 State by State Guide to Human Resources Law is the most comprehensive authoritative guide to the employment laws of the 50 states and the District of Columbia It is designed to provide quick access to each state s laws on the expanding number of issues and concerns facing business executives and their advisors the professionals in HR compensation and employee benefits who work in multijurisdictional environments This 1 guide to HR law in every state will help you to Find accurate answers fast with our easy to use format and full citation to authority Compare and contrast employment laws between states Ensure full regulatory compliance and avoid legal

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Department of Defense Authorization for Appropriations for Fiscal Year 2013 and the Future Years Defense Program: Military posture United States. Congress. Senate. Committee on Armed Services,2012

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Treasury and General Government Appropriations for Fiscal Year 1999 United States. Congress. Senate. Committee on Appropriations. Subcommittee on Treasury and General Government,1998 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

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