



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

Mary Jo McGrath, McGrath Systems, Inc

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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 The Essential Guide to Workplace Investigations Lisa Guerin, 2025-06-01 Learn how to conduct a complete

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