



# Complaint Management in the #MeToo Era

2019 School Law Conference



KARCZEWSKI | BRADSHAW | SPALDING  
NICHOLS | LAMP | LANGLOIS

## What IS sexual harassment?

- Form of sex discrimination
- Permeates popular culture
- Permeates all professions
- Heightened, global attention due to #MeToo and #TimesUp

## DISTRICT POLICY DIA

“The District prohibits discrimination, including harassment, against any employee on the basis of race, color, religion, gender, national origin, age, disability, or any other basis prohibited by law.”

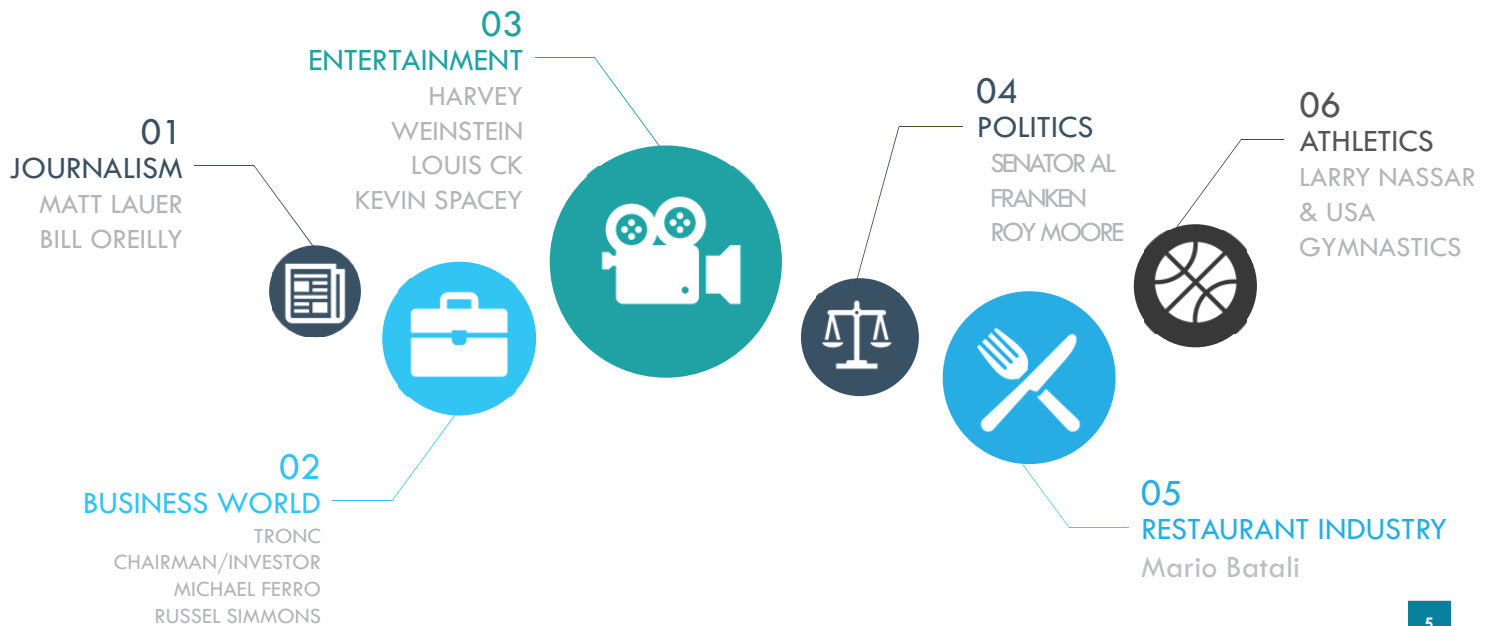
“Retaliation against anyone involved in the complaint process is a violation of District policy.”

## DISTRICT POLICY DIA (Legal)

“A public official commits a Class A misdemeanor if, while acting in his or her official or employment capacity, the official intentionally subjects another to unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature, submission to which is made a term or condition of a person’s exercise or enjoyment of any right, privilege, power, or immunity, either explicitly or implicitly.”  
- Penal Code Section 39.03(a)

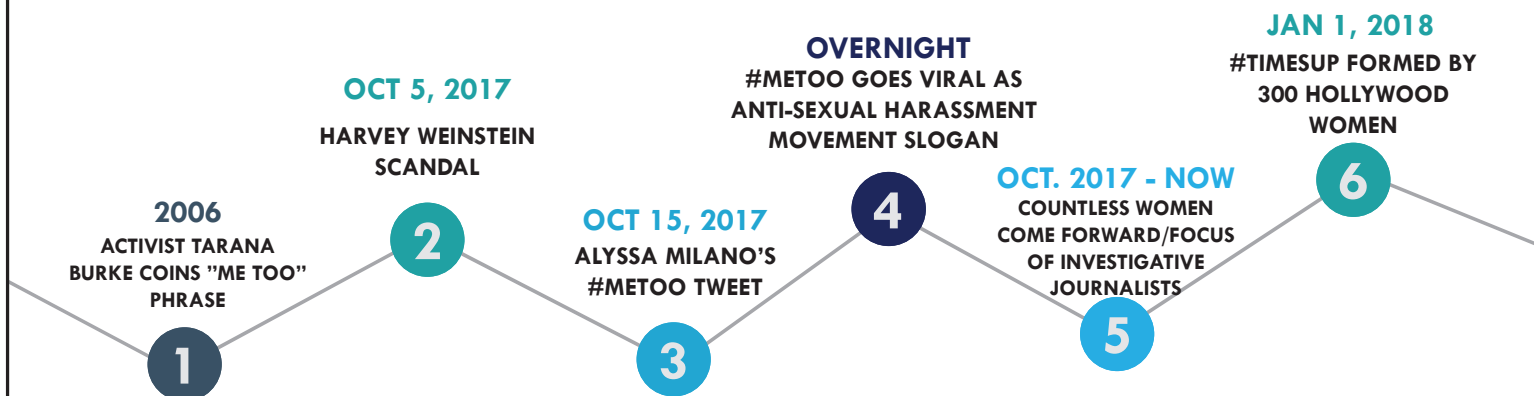
# PERMEATES ALL PROFESSIONS

## EXAMPLES FOLLOWING #METOO



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## #METOO & TIME'S UP ORIGIN



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Also available as part of the eCourse

[2019 School Law eConference](#)

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