



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.”

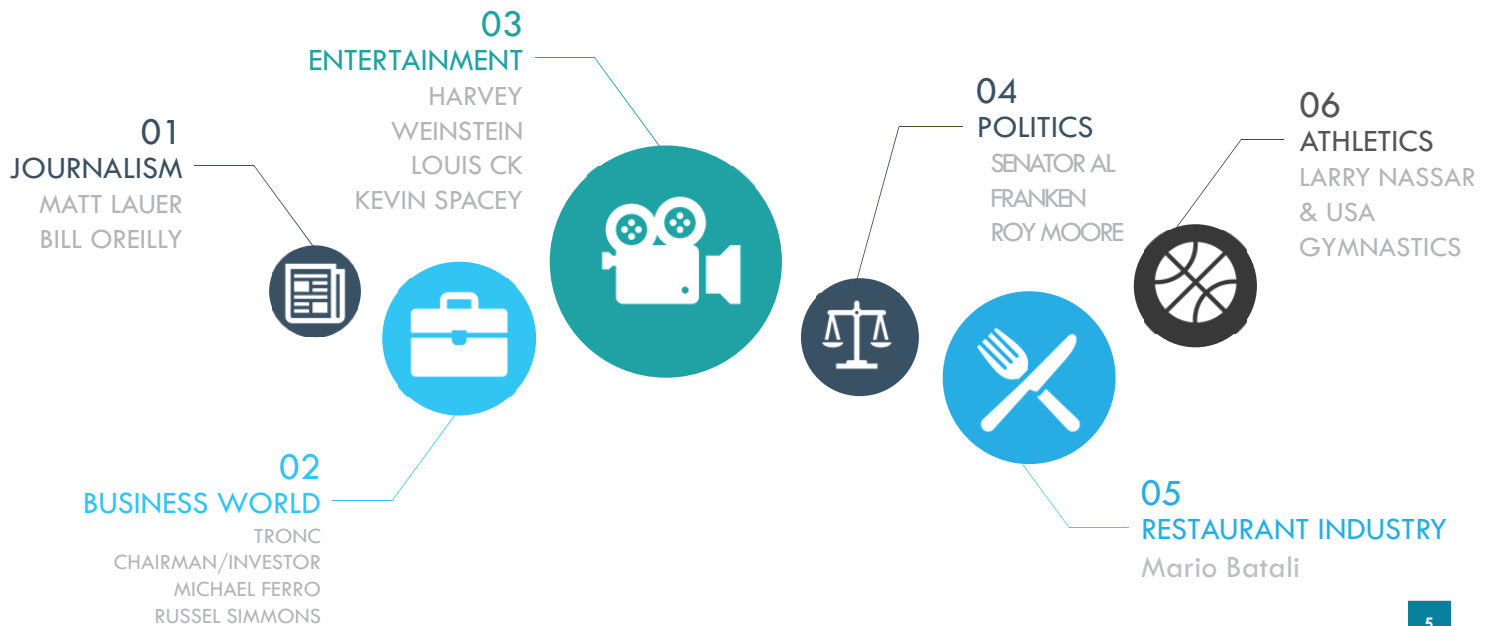
“Retaliation against anyone involved in the complaint process is a violation of District policy.”

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 a 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)

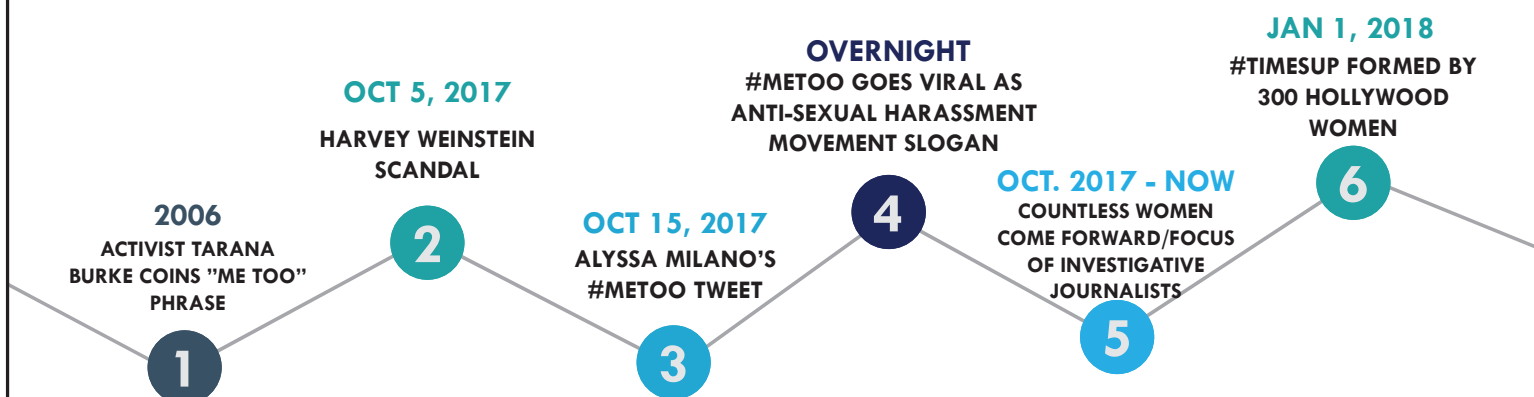
PERMEATES ALL PROFESSIONS

EXAMPLES FOLLOWING #METOO



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#METOO & TIME'S UP ORIGIN



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Also available as part of the eCourse

[Employment Hot Topics in School Law: Mid-Year Reassignments and Pay Changes, Complaint Management, and Garrity Rights](#)

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