

**MOUNT SINAI UNION FREE SCHOOL DISTRICT
BOARD OF EDUCATION AGENDA**

THE AGENDA IS SUBJECT TO MODIFICATION UP TO THE START OF THE MEETING

Meeting Date: January 16, 2019
Meeting Place: Middle School
Meeting Time: 8:00 p.m.

TONIGHT’S BOARD MEETING IS BEING VIDEOTAPED

- I. OPENING OF MEETING** – Pledge of Allegiance
- II. BUDGET PRESENTATION** – BOE/Central Administration, Insurance, Central Printing, BOCES. Administrative Charges, Transportation, Technology and Debt Service
- III. APPROVAL OF MINUTES**

Resolved, upon the recommendation of the Superintendent, the Board of Education hereby approves the Minutes of the December 19, 2018 Regular meeting as submitted.

- IV. SUPERINTENDENT’S REPORT**
- V. 15 MINUTE COMMUNITY QUESTION PERIOD (Questions must relate to agenda)** - Once recognized by the President, please identify yourself before addressing the Board.
- VI. PERSONNEL**

A. APPOINTMENTS

1. Substitute Teachers

Resolved, upon the recommendation of the Superintendent, the Board of Education hereby approves the following appointments:

<i>Name of Employee</i>	<i>Appointment Date</i>	<i>Area</i>	<i>Compensation</i>
Raquel Lobasto	January 17, 2019	Sub. Teacher	\$111/day
Caitlyn Talmage	January 17, 2019	Sub. Teacher	\$111/day

2. Joseph Schibani – Network & Systems Technician

Resolved, upon the recommendation of the Superintendent, the Board of Education hereby approves the following appointment:

Name of Employee: Joseph Schibani
Appointment Date: January 21, 2019
Area: Network & Systems Technician
Compensation: Step 1 (Computer Tech column)

3. **Robert Rooney - - Middle School Boys Lacrosse Coach**

Resolved, upon the recommendation of the Superintendent, the Board of Education hereby approves the following appointment:

Name of Employee: Robert Rooney
Appointment Date: January 16, 2019
Area: Middle School Boys Lacrosse Coach
Compensation: Step 1

VII. ACTION ITEMS – Educational

A. Committee on Special Education

Resolved, upon the recommendation of the Superintendent, the Board of Education has no objections to the following Special Education recommendations and approves the authorization for the funds to implement the special education programs and services consistent with such:

<i>Special Education Committee</i>	<i>Meeting Date</i>
Preschool	January 9, 2019
Elementary School	December 7, 2018
Elementary School	December 19, 2018
Elementary School	December 20, 2018
Middle School	December 12, 2018
Middle School	December 13, 2018
Middle School	December 14, 2018
High School	December 18, 2018
High School	December 19, 2018
High School	January 3, 2019
High School	January 10, 2019
Out of District	January 2, 2019
Out of District	January 9, 2019

B. Amended Sexual Harassment Policy

Resolved, upon the recommendation of the Superintendent, the Board of Education hereby approves the first reading of the amended *Sexual Harassment Policy* as attached.

VIII. ACTION ITEMS – Business

A. Memorandum of Agreement – Teachers’ Association

Resolved, upon the recommendation of the Superintendent, the Board of Education hereby approves the Memorandum of Agreement with the Teachers’ Association dated January 15, 2019.

B. Board Committees

Resolved, the Board of Education hereby establishes the following Advisory Board Committees for the 2018-19 school year:

Stem Committee

Robert Sweeney (Chairperson)
Edward Law
Steve Koepper

Policy Committee

Lynn Jordan (Chairperson)
Robert Sweeney
Steve Koepper

**Wellness/Health & Safety/
Building Visitation Committee**

Robert Sweeney (Chairperson)
Pete Van Middlelem
Steve Koepper
Building Nurse
Health Teacher
Parent(s)
Student(s)-as determined by principal

C. Obsolete Equipment

Resolved, upon the recommendation of the Superintendent, the Board of Education hereby declares the following items as obsolete and authorizes disposal as listed:

<i>Item</i>	<i>Tag/Serial Number</i>	<i>Location</i>	<i>Disposal</i>
Chair	002742	Middle School	Discard
Journeys Textbooks	See attached	Elementary School	BOCES Purchase - \$437.50
DeWalt 18 volt tool set		High School	Discard
Jugs Pitching Machine	20140281	High School	PK Metals

D. Partial Senior Citizen Tax Exemption

Resolved, upon the recommendation of the Superintendent, the Board of Education hereby reaffirms the maximum income for the **Partial Senior Citizen Tax Exemption** (RP467) at \$37,399.

E. Limited Income Disability Exemption

Resolved, upon the recommendation of the Superintendent, the Board of Education hereby reaffirms the income limits for the **Limited Income Disability Tax Exemption** (RP459C) at \$37,399.

F. Alternative Veterans Exemption

Resolved, upon the recommendation of the Superintendent, the Board of Education hereby reaffirms the following

Alternative Veterans Exemption (RP 458A) resolution:

WHEREAS, Chapter 518, section 458-a, subdivision 2, paragraph (d), subparagraph (i), of the Real Property Tax law of the State of New York, allows the District to provide tax exemptions to certain qualified owners of qualified real property who are veterans, as defined by section 458-a, and

WHEREAS, it is in the best interest of the community to provide such relief to the veterans of our District; it is hereby

RESOLVED, that the Board of Education of the Mount Sinai School District elects to participate in the exemptions of Real Property Tax Law section 458-a, subdivision 2, paragraphs (a), (b), and (c),

AND IT IS FURTHER RESOLVED, that the District adopts the statutory basic maximums as defined by Real Property Tax Law section 458-a, subdivision 2, paragraphs (a), (b), and (c) for its maximums for exemptions of Real Property Tax Law section 458-a, subdivision 2, paragraphs (a), (b), and (c).

Gold Star Parents Exemptions:

WHEREAS, paragraph (b) of subdivision 7 of section 458-a of the Real Property Tax Law of the State of new York, allows the District to provide tax exemptions to “Gold Star Parents,” as defined by section 458-a, who are owners of qualified real property in the District and such property is the primary residence of such Gold Star Parent, and

WHEREAS, it is in the best interest of the community to provide such relief to the Gold Star Parents residing in our District; it is hereby

RESOLVED, that the Board of Education of the Mount Sinai School District elects to participate in the exemptions afforded to “Gold Star Parents” of Real Property Tax Law section 458-a, subdivision 7, paragraphs (b),

AND IT IS FURTHER RESOLVED, that the District adopts the statutory basic maximums as defined by Real Property Tax Law section 458-a, subdivision 2, paragraphs (a) and (b) for its maximums for exemptions of Real Property Tax Law section 458-a, subdivision 2, paragraphs (a) and (b).

G. Cold War Veterans Exemption

Resolved, upon the recommendation of the Superintendent, the Board of Education hereby reaffirms the following **Cold War Veterans Exemption (RP458B)** resolution:

WHEREAS, Section 458-b subdivision 2, paragraphs (a) and (b), of the Real Property Tax Law of the State of New York (RPTL), allows the Mount Sinai School District (District) to provide tax exemptions to certain qualified owners of qualified residential real property, as defined by Section 458-b; and

WHEREAS, the Board of Education agreed that it would be in the best interest of the community to provide such relief to the Cold War veterans of the District;

NOW THEREFORE, BE IT RESOLVED, that the Board of Education of the Mount Sinai School District (Board) elects to participate in the exemptions of RPTL Section 458-b, subdivision 2, paragraphs (a) and (b); and

BE IT FURTHER RESOLVED, that pursuant to RPTL Section 458-b, subdivision 2, paragraph (a), subparagraph (ii), the Board adopts the 15% exemption, which amount shall not exceed the statutory basic maximum set forth therein; and

BE IT FURTHER RESOLVED, that pursuant to RPLT Section 458-b, subdivision 2, paragraph(b), the Board adopts the exemption relating to service connected disabilities, which amount shall not exceed the statutory basic maximum set forth herein.

H. Fire/Ambulance Workers Exemption

Resolved, upon the recommendation of the Superintendent, the Board of Education hereby reaffirms the following **Fire/Ambulance Workers Exemption** (RP466C) resolution:

BE IT RESOLVED, real property owned by an enrolled member, or an enrolled member and spouse, of a volunteer fire department located within the Mount Sinai School District shall be exempt from taxation to the extent of ten (10%) per cent of the assessed valuation of such property for School District purposes multiplied by the latest State equalization rate for the School District in which the property is located.

Such exemption shall not be granted to an enrolled member of the Volunteer Fire Department/Ambulance Corps residing in the Mount Sinai School District unless:

- The applicant resides in the School District which is served by such Fire Department/Ambulance Corps.
- The property is the primary residence of the applicant.
- The property is used exclusively for residential purposes; provided, however, that in the event any portion of such property is not used exclusively for the applicant's residence but is used for other purposes, such portion shall be subject to taxation and the remaining portion only shall be entitled to the exemption provided by this Resolution.
- The applicant has been certified by the Chief of the Fire Department/Ambulance Corps as an enrolled member of the Fire Department/Ambulance Corps for at least five (5) years.
- Application for such exemption shall be filed with the Assessor of the Town of Brookhaven on or before the taxable status date on a form prescribed by the State Board of Real Property Services.

IX. QUESTIONS AND COMMENTS FROM THE COMMUNITY

X. ADJOURN MEETING

SEXUAL HARASSMENT POLICY

Mount Sinai School District is committed to maintaining a workplace free from sexual harassment. Sexual harassment is a form of workplace discrimination. All employees are required to work in a manner that prevents sexual harassment in the workplace. This Policy is one component of Mount Sinai School District's commitment to a discrimination-free work environment. Sexual harassment is against the law and all employees have a legal right to a workplace free from sexual harassment and employees are urged to report sexual harassment by filing a complaint internally with Mount Sinai School District. Employees can also file a complaint with a government agency or in court under federal, state or local antidiscrimination laws.

Policy:

1. Mount Sinai School District's policy applies to all employees, applicants for employment, interns, whether paid or unpaid, contractors and persons conducting business, regardless of immigration status, with Mount Sinai School District. In the remainder of this document, the term "employees" refers to this collective group.
2. Sexual harassment will not be tolerated. Any employee or individual covered by this policy who engages in sexual harassment or retaliation will be subject to remedial and/or disciplinary action (e.g. counseling, suspension, termination).
3. Retaliation Prohibition: No person covered by this Policy shall be subject to adverse action because the employee reports an incident of sexual harassment, provides information, or otherwise assists in any investigation of a sexual harassment complaint. Mount Sinai School District will not tolerate such retaliation against anyone who, in good faith, reports or provides information about suspected sexual harassment. Any employee of Mount Sinai School District who retaliates against anyone involved in a sexual harassment investigation will be subjected to disciplinary action, up to and including termination. All employees, paid or unpaid interns, or non-employees working in the workplace who believe they have been subject to such retaliation should inform a supervisor, manager, or Superintendent of Schools. All employees, paid or unpaid interns or non-employees who believe they have been a target of such retaliation may also seek relief in other available forums, as explained below in the section on Legal Protections.
4. Sexual harassment is offensive, is a violation of our policies, is unlawful, and may subject Mount Sinai School District to liability for harm to targets of sexual harassment. Harassers may also be individually subject to liability. Employees of every level who engage in sexual harassment, including managers and supervisors who engage in sexual harassment or who allow such behavior to continue, will be penalized for such misconduct.
5. Mount Sinai School District will conduct a prompt and thorough investigation that ensures due process for all parties, whenever management receives a complaint about sexual harassment, or otherwise knows of possible sexual harassment occurring. Mount Sinai School District will keep the investigation confidential to the extent possible. Effective corrective action will be taken whenever sexual harassment is found to have occurred. All employees, including managers and supervisors, are required to cooperate with any internal investigation of sexual harassment.

6. All employees are encouraged to report any harassment or behaviors that violate this policy. Mount Sinai School District will provide all employees a complaint form for employees to report harassment and file complaints.
7. Managers and supervisors are required to report any complaint that they receive, or any harassment that they observe or become aware of, to the Superintendent of Schools.
8. This policy applies to all employees, paid or unpaid interns, and non-employees and all must follow and uphold this policy. This policy must be provided to all employees and should be posted prominently in all work locations to the extent practicable (for example, in a main office, not an offsite work location) and be provided to employees upon hiring.

What is “Sexual Harassment”?

Sexual harassment is a form of sex discrimination and is unlawful under federal, state, and (where applicable) local law. Sexual harassment includes harassment on the basis of sex, sexual orientation, self-identified or perceived sex, gender expression, gender identity and the status of being transgender.

Sexual harassment includes unwelcome conduct which is either of a sexual nature, or which is directed at an individual because of that individual’s sex when:

- Such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile or offensive work environment, even if the reporting individual is not the intended target of the sexual harassment;
- Such conduct is made either explicitly or implicitly a term or condition of employment; or
- Submission to or rejection of such conduct is used as the basis for employment decisions affecting an individual’s employment.

A sexually harassing hostile work environment includes, but is not limited to, words, signs, jokes, pranks, intimidation or physical violence which are of a sexual nature, or which are directed at an individual because of that individual’s sex. Sexual harassment also consists of any unwanted verbal or physical advances, sexually explicit derogatory statements or sexually discriminatory remarks made by someone which are offensive or objectionable to the recipient, which cause the recipient discomfort or humiliation, which interfere with the recipient’s job performance.

Sexual harassment also occurs when a person in authority tries to trade job benefits for sexual favors. This can include hiring, promotion, continued employment or any other terms, conditions or privileges of employment. This is also called “quid pro quo” harassment.

Any employee who feels harassed should report so that any violation of this policy can be corrected promptly. Any harassing conduct, even a single incident, can be addressed under this policy.

Examples of Sexual Harassment:

The following describes some of the types of acts that may be unlawful sexual harassment and that are strictly prohibited:

- Physical acts of a sexual nature, such as:
 - Touching, pinching, patting, kissing, hugging, grabbing, brushing against another employee's body or poking another employee's body;
 - Rape, sexual battery, molestation or attempts to commit these assaults.
- Unwanted sexual advances or propositions, such as:
 - Requests for sexual favors accompanied by implied or overt threats concerning the target's job performance evaluation, a promotion or other job benefits or detriments;
 - Subtle or obvious pressure for unwelcome sexual activities.
- Sexually oriented gestures, noises, remarks or jokes, or comments about a person's sexuality or sexual experience, which create a hostile work environment.
- Sex stereotyping occurs when conduct or personality traits are considered inappropriate simply because they may not conform to other people's ideas or perceptions about how individuals of a particular sex should act or look.
- Sexual or discriminatory displays or publications anywhere in the workplace, such as:
 - Displaying pictures, posters, calendars, graffiti, objects, promotional material, reading materials or other materials that are sexually demeaning or pornographic. This includes such sexual displays on workplace computers or cell phones and sharing such displays while in the workplace.
- Hostile actions taken against an individual because of that individual's sex, sexual orientation, gender identity and the status of being transgender, such as:
 - Interfering with, destroying or damaging a person's workstation, tools or equipment, or otherwise interfering with the individual's ability to perform the job;
 - Sabotaging an individual's work;
 - Bullying, yelling, name-calling.

Who can be a target of Sexual Harassment?

Sexual harassment can occur between any individuals, regardless of their sex or gender. New York Law protects employees, paid or unpaid interns, and non-employees, including independent contractors, and those employed by companies contracting to provide services in the workplace. Harassers can be a superior, a subordinate, a coworker or anyone in the workplace including an independent contractor, contract worker, vendor, client, customer or visitor.

Where can Sexual Harassment occur?

Unlawful sexual harassment is not limited to the physical workplace itself. It can occur while employees are traveling for business or at employer sponsored events or parties. Calls, texts, emails, and social media usage by employees can constitute unlawful workplace harassment, even if they occur away from the workplace premises, on personal devices or during non-work hours.

Retaliation

Unlawful retaliation can be any action that could discourage a worker from coming forward to make or support a sexual harassment claim. Adverse action need not be job-related or occur in the workplace to constitute unlawful retaliation (e.g., threats of physical violence outside of work hours).

Such retaliation is unlawful under federal, state, and (where applicable) local law. The New York State Human Rights Law protects any individual who has engaged in “protected activity.” Protected activity occurs when a person has:

- Made a complaint of sexual harassment, either internally or with any anti-discrimination agency;
- Testified or assisted in a proceeding involving sexual harassment under the Human Rights Law or other anti-discrimination law;
- Opposed sexual harassment by making a verbal or informal complaint to management, or by simply informing a supervisor or manager of harassment;
- Reported that another employee has been sexually harassed; or
- Encouraged a fellow employee to report harassment.

Even if the alleged harassment does not turn out to rise to the level of a violation of law, the individual is protected from retaliation if the person had a good faith belief that the practices were unlawful. However, the retaliation provision is not intended to protect persons making intentionally false charges of harassment.

Reporting Sexual Harassment

Preventing sexual harassment is everyone’s responsibility. Mount Sinai School District cannot prevent or remedy sexual harassment unless it knows about it. Any employee, paid or unpaid intern or non-employee who has been subjected to behavior that may constitute sexual harassment is encouraged to report such behavior to a supervisor, manager, or Superintendent of Schools. Anyone who witnesses or becomes aware of potential instances of sexual harassment should report such behavior to a supervisor, manager or Superintendent of Schools.

Reports of sexual harassment may be made verbally or in writing. A form for submission of a written complaint is attached to this Policy, and all employees are encouraged to use this complaint form. Employees who are reporting sexual harassment on behalf of other employees should use the complaint form and note that it is on another employee’s behalf.

Employees, paid or unpaid interns or non-employees who believe they have been a target of sexual harassment may also seek assistance in other available forums, as explained below in the section on Legal Protections.

Supervisory Responsibilities

All supervisors and managers who receive a complaint or information about suspected sexual harassment, observe what may be sexually harassing behavior or for any reason suspect that sexual harassment is occurring, are required to report such suspected sexual harassment to the Superintendent of Schools.

In addition to being subject to discipline if they engaged in sexually harassing conduct themselves, supervisors and managers will be subject to discipline for failing to report suspected sexual harassment or otherwise knowingly allowing sexual harassment to continue.

Supervisors and managers will also be subject to discipline for engaging in any retaliation.

Complaint and Investigation of Sexual Harassment

All complaints or information about sexual harassment will be investigated, whether that information was reported in verbal or written form. Investigations will be conducted in a timely manner, and will be confidential to the extent possible.

An investigation of any complaint, information or knowledge of suspected sexual harassment will be prompt and thorough, commenced immediately and completed as soon as possible. The investigation will be kept confidential to the extent possible. All persons involved, including complainants, witnesses and alleged harassers will be accorded due process, as outlined below, to protect their rights to a fair and impartial investigation.

Any employee may be required to cooperate as needed in an investigation of suspected sexual harassment. Mount Sinai School District will not tolerate retaliation against employees who file complaints, support another's complaint or participate in an investigation regarding a violation of this policy.

While the process may vary from case to case, investigations should be done in accordance with the following steps:

- Upon receipt of complaint, the Superintendent of Schools will conduct an immediate review of the allegations, and take any interim actions (e.g. instructing the respondent to refrain from communications with the complainant), as appropriate. If complaint is verbal, encourage the individual to complete the "Complaint Form" in writing. If he or she refuses, prepare a Complaint Form based on the verbal reporting.
- If documents, emails or phone records are relevant to the investigation, take steps to obtain and preserve them.
- Request and review all relevant documents, including all electronic communications.

- Interview all parties involved, including any relevant witnesses.
- Create a written documentation of the investigation (such as a letter, memo or email), which contains the following:
 - A list of all documents reviewed, along with a detailed summary of relevant documents;
 - A list of names of those interviewed, along with a detailed summary of their statements;
 - A timeline of events;
 - A summary of prior relevant incidents, reported or unreported; and
 - The basis for the decision and final resolution of the complaint, together with any corrective action(s).
- Keep the written documentation and associated documents in a secure and confidential location.
- Promptly notify the individual who reported and the individual(s) about whom the complaint was made of the final determination and implement any corrective actions identified in the written document.
- Inform the individual who reported of the right to file a complaint or charge externally as outlined in the next section.

Legal Protections and External Remedies

Sexual harassment is not only prohibited by the Mount Sinai School District but is also prohibited by state, federal, and, where applicable, local law.

Aside from the internal process at Mount Sinai School District, employees may also choose to pursue legal remedies with the following governmental entities. While a private attorney is not required to file a complaint with a governmental agency, you may seek the legal advice of an attorney.

In addition to those outlined below, employees in certain industries may have additional legal protections.

State Human Rights Law (HRL)

The Human Rights Law (HRL), codified as N.Y. Executive Law, art. 15, s290 et seq., applies to all employers in New York State with regard to sexual harassment, and protects employees, paid or unpaid interns and non-employees, regardless of immigration status. A complaint alleging violation of the Human Rights Law may be filed either with the Division of Human Rights (DHR) or in New York State Supreme Court.

Complaints with DHR may be filed any time **within one year** of the harassment. If an individual did not file at DHR, they can sue directly in state court under the HRL, **within three years** of the alleged sexual harassment. An individual may not file with DHR if they have already filed a HRL complaint in state court.

Complaining internally to Mount Sinai School District does not extend your time to file with DHR or in court. The one year or three years is counted from date of the most recent incident of harassment.

You do not need an attorney to file a complaint with DHR, and there is no cost to file with DHR.

DHR will investigate your complaint and determine whether there is probable cause to believe that sexual harassment has occurred. Probable cause cases are forwarded to a public hearing before an administrative law judge. If sexual harassment is found after a hearing, DHR has the power to award relief, which varies but may include requiring your employer to take action to stop the harassment, or redress the damage caused, including paying of monetary damages, attorney's fees and civil fines.

DHR's main office contact information is: NYS Division of Human Rights, One Fordham Plaza, Fourth Floor, Bronx, New York 10458. You may call (718) 741-8400 or visit: www.dhr.ny.gov.

Contact DHR at (888) 392-3644 or visit dhr.ny.gov/complaint for more information about filing a complaint. The website has a complaint form that can be downloaded, filled out, notarized and mailed to DHR. The website also contains contact information for DHR's regional offices across New York State.

Civil Rights Act of 1964

The United States Equal Employment Opportunity Commission (EEOC) enforces federal antidiscrimination laws, including Title VII of the 1964 federal Civil Rights Act (codified as 42 U.S.C. s2000e et seq.). An individual can file a complaint with the EEOC anytime within 300 days from the harassment. There is no cost to file a complaint with the EEOC. The EEOC will investigate the complaint, and determine whether there is reasonable cause to believe that discrimination has occurred, at which point the EEOC will issue a Right to Sue letter permitting the individual to file a complaint in federal court.

The EEOC does not hold hearings or award relief, but may take other action including pursuing cases in federal court on behalf of complaining parties. Federal courts may award remedies if discrimination is found to have occurred. In general, private employers must have a least 15 employees to come within the jurisdiction of the EEOC.

An employee alleging discrimination at work can file a "Charge of Discrimination." The EEOC has district, area, and field offices where complaints can be filed. Contact the EEOC by calling 1-800-669-4000 (TTY: 1-800-669-6820), visiting their website at www.eeoc.gov or via email at info@eeoc.gov.

If an individual filed an administrative complaint with DHR, DHR will file the complaint with the EEOC to preserve the right to proceed in federal court.

Local Protections

Many localities enforce laws protecting individuals from sexual harassment and discrimination. An individual should contact the county, city or town in which they live to find out if such a law exists. For example, employees who work in New York City may file complaints of sexual harassment with the New York City Commission on Human Rights. Contact their main office at Law Enforcement Bureau of the NYS Commission on Human Rights, 40 Rector Street, 10th Floor, New York, New York; call 311 or (212) 306-7450; or visit www.nys.gov/html/cchr/html/home/home/.shtml.

Contact the Local Police Department

If the harassment involves unwanted physical touching, coerced physical confinement or coerced sex acts, the conduct may constitute a crime. Contact the local police department.

MOUNT SINAI SCHOOL DISTRICT

Sexual Harassment Complaint Form

New York State Labor Law requires all employers to adopt a sexual harassment prevention policy that includes a complaint form to report alleged incidents of sexual harassment.

If you believe that you have been subjected to sexual harassment, you are encouraged to complete this form and submit it to your supervisor or the superintendent of schools. You will not be retaliated against for filing a complaint.

If you are more comfortable reporting verbally or in another manner, your employer should complete this form, provide you with a copy and follow its sexual harassment prevention policy by investigating the claims as outlined at the end of this form.

For additional resources, visit: ny.gov/programs/combating-sexual-harassment-workplace



COMPLAINANT INFORMATION

Name: _____

Work Address: _____

Work Phone: _____

Job Title: _____

Email: _____

Select Preferred Communication Method: Email Phone In Person

SUPERVISORY INFORMATION

Immediate Supervisor's Name: _____

Title: _____

Work Address: _____

Work Phone: _____

COMPLAINT INFORMATION

1. Your complaint of Sexual Harassment is made about:

Name: _____

Title: _____

Work Address: _____

Work Phone: _____

Relationship to you: Subordinate Co-Worker Other

2. Please describe what happened and how it is affecting you and your work. Please use additional sheets of paper, if necessary, and attach any relevant documents or evidence.

3. Date(s) sexual harassment occurred:

Is the sexual harassment continuing? Yes No

4. Please list the name and contact information of any witnesses or individuals who may have information related to your complaint:

The last question is optional, but may help the investigation:

5. Have you previously complained or provided information (verbal or written) about related incidents? If yes, when and to whom did you complain or provide information?

If you have retained legal counsel and would like us to work with them, please provide their contact information.

Signature: _____ *Date:* _____

HMH Journeys Common Core Textbooks K-4

<u>Grade</u>	<u>Volume</u>	<u>ISBN</u>	WANT
K	1	9780547912301	30
K	2	9780547912295	30
1	1.1	9780547885377	30
1	1.2	9780547885384	30
1	1.3	9780547885391	30
1	1.4	9780547885414	30
1	1.5	9780547885421	30
1	1.6	9780547885452	30
2	2.1	9780547885476	15
2	2.2	9780547885473	25
3	3.1	9780547885490	20
3	3.2	9780547885513	25
4	1	9780547885520	25